Building High Performance Teams

Program Outline

Building High Performance Teams

"Great things in business are never done by one person. They're done by a team of people." – Steve Jobs

What is a High Performance Team?

High-performance teams (HPTs) is a concept within organization development referring to teams, organizations, or virtual groups that are highly focused on their goals and that achieve superior business results. High-performance teams outperform all other similar teams and they outperform expectations given their composition.
-Katzenbach et al.: The Wisdom of Teams, Harper Business, 2003

If you have ever been a part of a great team at work, you would know it is a life-changing experience. Being a part of such a team makes you love to come to work every morning, charges you up with energy, encourages you to accomplish goals you thought were impossible. On such a team you would have felt a great sense of belonging and believed that others had your back in every situation. This team made work fun, exciting and an adventure every day.

"Is such a team even possible in corporates?" we have been asked in disbelief. The answer is an emphatic yes. However, high performance teams don't just 'happen'. It requires a concerted effort, positive intent and a good understanding of the process involved to make it happen.

Based loosely on the work of Patrick Lencioni, the workshop views the journey of building a high-performance team through the lens of the 5 dysfunctions of a team:
- Absence of trust
- Fear of conflict
- Lack of commitment
- Avoidance of accountability
- Inattention to results

The workshop weaves in the latest thinking around this subject with concepts like Psychological Safety and Radical Candor that helps teams get a better understanding of this journey. The workshop also uses well-accepted tools like the Thomas Killman Conflict Mode instrument to help participants get a deep insight into their own preferred conflict handling styles and the implication of the same for the team.

Run in an engaging manner that melds experiential activities with deep, insightful discussions, practical tools that team members can start using right away with their teams and sharing of practical experiences, this workshop is a powerful learning experience.

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Objectives

The program will help:

▶ Build trust among team members

▶ Help teams to find connection and belongingness

▶ Arrive at rules of engagement for teams

▶ Build clarity through clear communication

▶ Inspire a culture of accountability

▶ Team members handle conflict within the team in a better manner

Course Module

Module 1:

• What is a HPT?
• Trust as the foundation for HPTs - how to build it
• Building connection and belongingness

Module 2:

• Caring & confronting - two sides of the same coin?
• Building psychological safety in the team
• Where does this team stand?

Module 3:

• Individual conflict handling preferences
• Arriving at a team charter - rules of engagement
• Way forward for this team

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