THE CENTER FOR ORGANIZATIONAL DESIGN

"The performance challenges that face companies in every industry…demand the kind of responsiveness, speed, on-line customization, and quality that is beyond the reach of individual performance. Teams bridge this gap."

-Jon Katzenbach and Douglas K. Smith, The Wisdom of Teams

Audience:
› Core work teams
› Technical/ administrative teams
› Project teams
› People who work together daily

Delivery:
› Seven three-hour modules

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DEVELOPING HIGH PERFORMANCE TEAMS
WHAT THEY ARE HOW TO MAKE THEM WORK

Create an organization in which people's hearts are in their work.

Do you want better quality, faster response time, higher productivity, greater sensitivity to customers, improved profitability? People, working together in teams, make this happen.

High Performance Teams

A team is more than a group of people who work together. A high performing team is a group of people who share a common vision, goals, metrics and who collaborate, challenge and hold each other accountable to achieve outstanding results. You know a high performing team because the members:

› Have a clear and vision of where they are headed and what they want to accomplish
› Are excited about that vision because they took part in creating it
› Act from clearly defined priorities to achieve their vision
› Have clear measures of success and receive feedback about how they're doing
› Maintain open communication and positive relationships with each other
› Identify and solve problems
› Make decisions when and where they occur
› Successfully manage conflict
› Share leadership responsibilities
› Participate in productive meetings
› Have clearly defined roles and work procedures
› Cooperate cross-functionally

Solid teams are the foundation of a high performance organization and developing those teams is an effort that requires serious effort and consistent discipline. The modules in this program are not informational. They walk a team, step-by-step, through a process to take responsibility to become a high performing team that teaks full responsibility for their business results.

What You Will do:

› Participate in team building activities and learn how teams differ from traditional work groups.
› Create a team charter that includes a clear statement of your team's purpose, operating guidelines, performance objectives, and an ideal team vision.
› Learn good meeting management skills, critique your meeting effectiveness, and develop action plans to improve your meetings.
› Identify your team's customer requirements and how these guide team performance.
› Analyze and streamline the core work of the team.
› Clarify team member roles and responsibilities and ensure greater accountability.
› Set up systems for measuring your performance, setting goals, and tracking progress.

High performance teams generate commitment. They provide the structure and a common vision that inspire people to give their best effort.