

Building High Performance Teams



2 COLLABORATE
EXECUTING COMMON GOALS TOGETHER



Enabling High Performance

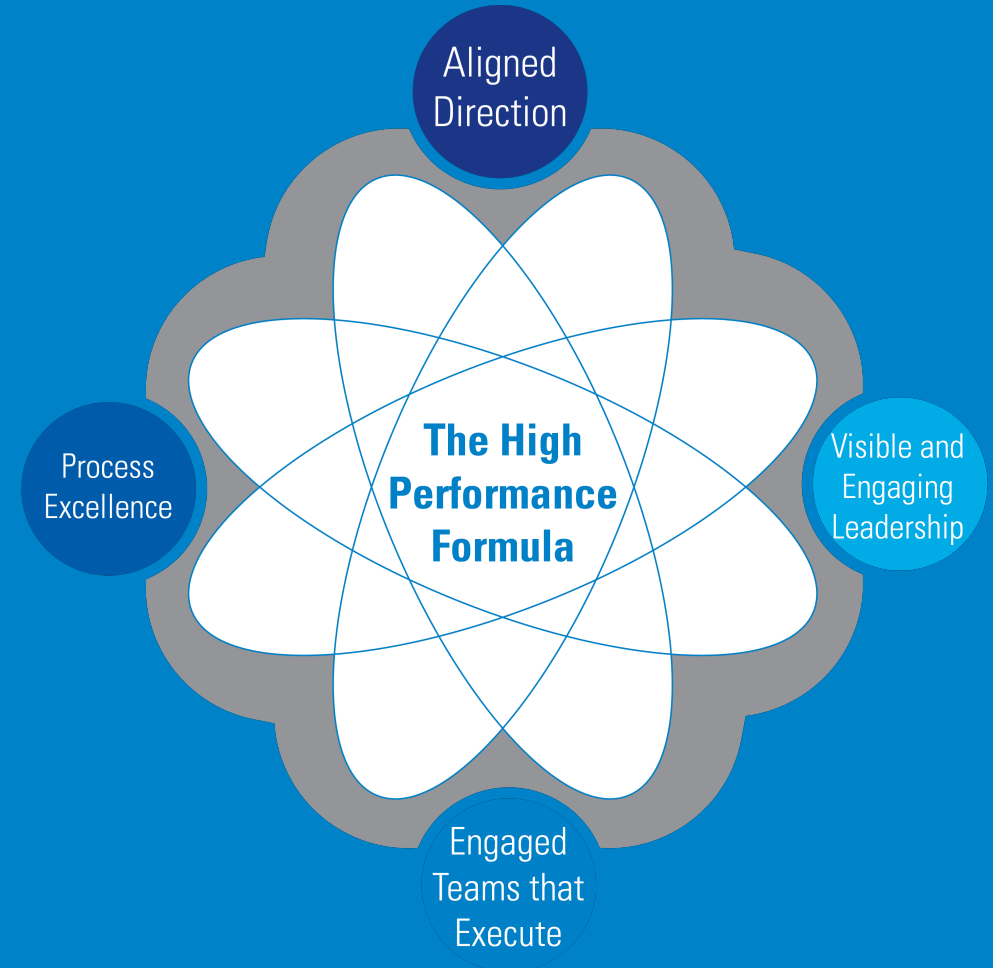
In today's complex and rapidly changing business environment, it is essential that Leaders are equipped to build and lead teams that can excel in executing the business strategy.

Leaders need to understand what enables inspired team performance and have the skills to enable this in their teams.

Building High Performance Teams is a learning journey that leaders with the skills to set their teams up for success.

Underpinned by an outstanding high performance formula it equips leaders to:

- Set their teams up for success
- Increase the effectiveness of team meetings
- Strengthen commitment and engagement
- Take accountability
- Lead performance conversations effectively
- Coach for performance.



Skills for leading in the virtual environment

Adding to the complexity, virtual teams are now a fact of business life.

The benefits to working remotely in terms of time and cost are enormous.

However, enabling these teams to collaborate optimally to continuously build organisational culture requires a new skillset that many leaders are still grappling with.



The Challenges

Technological issues aside, it's a lot more challenging to lead a virtual team:

- Conventional structures and rhythms are lacking
- Real risk of declining productivity due to multi-tasking
- Competing, distracting demands at home
- Communication is less 'rich'
- Far less opportunity for observing team dynamics
- Greater risk of teams becoming dysfunctional
- 'Difficult conversations' are more challenging
- People often feel siloed or disconnected
- Social and informal connections are lacking.



Building High Performance Teams - a carefully crafted learning journey

Set your team up for success

- Performance Formula and principles for building individual performance
- Creating context and clarity
- Behaviour drives performance
- I show up
- Assignment/ Pulse Survey

Increase team meeting effectiveness

- Pulse survey feedback
- Structured team meeting methodology that helps teams execute
- 10 habits for effective team meetings
- Assignment

Strengthen connection and engagement

- Enhancing employee engagement in virtual teams
- Tips and tools to improve team connection in a remote environment
- Assignment

Taking accountability

- How the Performance formula helps us win with people and clients
- Understanding performance improvement
- Understanding the components of accountability
- Having the right conversations
- Assignment

Leading performance conversations

- Performance observations and formal review discussions
- Using the rating scale to evaluate performance
- Completing the IDP
- Giving developmental feedback
- Positioning the GROW coaching model for performance conversations
- Assignment

Coaching for performance

- Coaching principles and theory
- Coaching skillsets
- Coaching model: GROW
- Practical application
- Assignment

A multi-faceted, blended approach



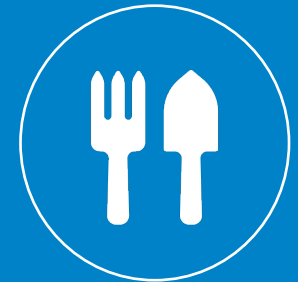
Pulse surveys



Your choice of
face to face or
virtual sessions



Assignments



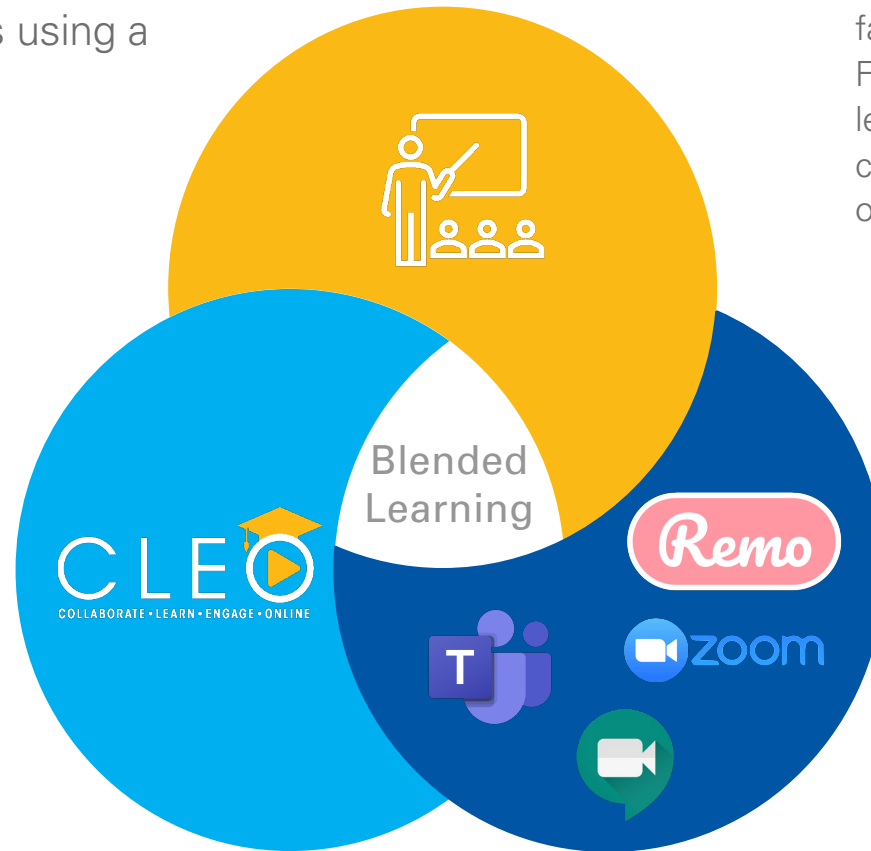
Practical tools

Our approach

Your **Building High Performance Teams** journey will be crafted for your needs using a combination of learning methods.

Online Learning

CLEO, our user-friendly learning management system delivers powerful learning experiences that are learner-centric and cost-effective.

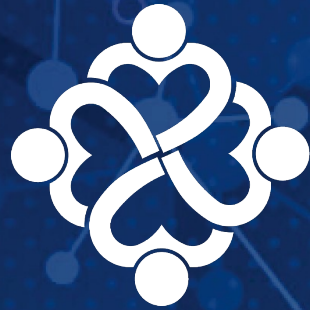


Instructor Led Training (ILT)

Seasoned instructors create traditional face-to-face learning experiences. Focused on interactive group learning, learners have the social benefit of collaborating and practising in person with on-hand guidance.

Virtual Instructor Led Training (VILT)

Brings the classroom to learners, irrespective of where they are. Designed to create a rich learning environment our multimedia tools - such as breakout rooms, polls and quizzes - stimulate 'real-world' experiences that are engaging and practical.



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No resource is more powerful in an organisation than a high-performance team. What great individuals cannot accomplish on their own can be achieved by a high-performance team.

~ **Phil Bryson**



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