
Moving Teams to High Performance



Getting to High Performance

TOP TEAM

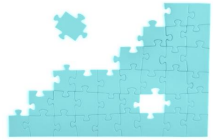


Empowered
Clear mission
Individual self-esteem
Leadership
Accessible/visible
Purpose
Interaction
Open communications
Clarity of roles

Productive
Decisive
Common goals
Problem solving
Conflict resolution
Recognition
Respected
Decision-making power
Relationships

Focused
Nimble
Trust
Balanced
Flexible
Morale
Motivation
Involvement

Stages of Team Development



Forming

- Feeling moderately eager
- Anxiety
- Where do I fit? What is expected of me?
- Testing the situation and people

Storming

- Discrepancy between hopes and reality
- Feeling frustrated incompetent and confused : anger around goals, tasks and action plans
- Reacting negatively toward leaders and other members
- Competing for power and/or attention



Performing

- Feeling excited about participating in team activities
- Feeling team strength
- Showing high confidence in accomplishing tasks
- Sharing leadership
- Performing at high levels

Norming

- Resolving discrepancies
- Developing trust, support and respect
- Developing self-esteem and confidence
- Being more open and giving more feedback
- Sharing responsibility and control
- Using team language



Assignment

1. On a blank piece of paper, create a cross-hatch and label as shown
2. After each section we cover (forming, storming, norming, and performing) write specific ideas that will help you move through the process

Avoid general comments like *“Build relationships”*

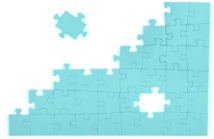
Be specific – *“Build relationships through team building activities during the first 5 minutes of the weekly team meeting”*



PREVIEW



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Team Purpose Exercise

Have your team members discuss these questions to help define the purpose of the team:

1. What's the reason that our group exists?
2. What does our group produce?
3. Why is it important?
4. How does our work affect our external customer(s)?
5. How does our work allow others in the division/organization to function more effectively?

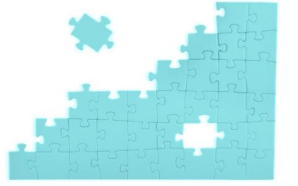
PREVIEW



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Team Purpose Exercise



6. What differentiates us from other groups in this division/organization?
7. What activities are you each involved in?
8. With what groups/people do you need to work?
 6. Who depends on your work to get their work done?
 7. Which groups' output do you depend on in order to get your work done?



PREVIEW

