

Catalyst HPT - High Performance Teams

Aligning purpose, roles, expectations and strengths to optimise team effectiveness for real business results

OVERVIEW

Why you need this

Increasingly, the strategic and financial success of companies is tied to the ability of work teams to deliver more new products to the market with ever-rising quality in customer service. Organisations try to harness multiple systems and information streams to support improvements in these two areas. Most top managers correctly realise that the complexity of these information streams and organisational systems to process them will only be as good as the company's work teams.

Organisations form teams to craft strategy, manage diverse functions, commission projects, create new ideas, review operations, monitor progress and negotiate agreements with external stakeholders. There are executive teams, management teams, functional teams, matrix teams, workplace teams, logistical teams, organizing teams - the list is endless....!

Businesses models are moving from closed hierarchies to open, networked formats requiring the ability to work in and collaborate with multi-functional, multi-level teams in order to achieve results. Team effectiveness is one of the key competencies required to operate effectively in the current and changing business environment

TARGET AUDIENCE

Who needs to attend

This workshop is relevant to all teams that wish to enhance their performance and effectiveness. Workshops are customised to the level and function of the team or group and can be focused around teamwork and/or collaboration.



OUTCOMES

What you will get

The workshop is designed for delegates how to optimize potential, talent and performance through engaging, enabling and empowering others to succeed

- Explore the **success factors** of a high performance team and assess against this
- Clarify the **value proposition** of the team – purpose, mission, benefits, legacy
- Identify **priority issues** and opportunities to realise our purpose and value proposition
- Develop a **deeper appreciation** of each other through shared experiences, sharing personal profiles (personalities, strengths, low energy areas, team role preferences) and giving and receiving feedback
- Understand the **implications** of individual profiles on team effectiveness and develop principles to adapt and support each other to optimise strengths
- Clarify **expectations** between the team leader and team members
- Develop skills in **crucial conversations** and start practicing these by working through individual and team crucial conversation topics
- Agree to a **team behaviour charter** and a process for measuring and developing the behaviours agreed to
- Identify **priorities and a plan** to continue developing the team and individual capability

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



OUTLINE

What you will learn

Module 01	Module 02	Module 03	Module 04
High performance teams and impact of individuals	Team strengths and expectations	Crucial Conversations	Team skills and commitments
High Performance Teams <ul style="list-style-type: none"> • Changing world of work and team context • High performance team framework & assessment • Team vision, mandate and value proposition • Team barriers and priorities Individual Strengths <ul style="list-style-type: none"> • Individual strengths review • Getting to know each other through sharing strengths, potential derailers, preferences and contributions • Leadership story-telling 	Team Strengths <ul style="list-style-type: none"> • Team strengths review • Implications and recommendations to optimise strengths and manage potential weak areas Expectations <ul style="list-style-type: none"> • Team leader expectations • Team member expectations • Reality check and commitments 	Crucial Conversations - Team <ul style="list-style-type: none"> • Identify the crucial conversations standing in the way of high performance • Clarify real issue and recommendations Crucial Conversations - Individual <ul style="list-style-type: none"> • Identify crucial conversations that need to be had to clear the air between team members • Individual feedback process • Individual contracting 	Team activities and skills (throughout session) <ul style="list-style-type: none"> • Team activities to build awareness and insight\ • Skills sessions to enhance team effectiveness eg. deep listening, crucial conversations, feedback Team commitments <ul style="list-style-type: none"> • Team behaviour charter • Team action plan

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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