

BUILDING A HIGH PERFORMING TEAM

The Longest Journey Begins with a Single Step

“As a leader, you can’t build a team, a department; or a company that is a whole lot different from who you are. The inventor can’t take himself out of the invention, even if he or she wants to.” — Vince Lombardi

Overview

While virtually every organization pursues it, our experience has been that true teamwork is elusive in most organizations. However, we believe that team effectiveness is simple, assuming that team members are willing to invest the time and effort in the process, consistently practice the principles required, and are patient and persistent working through the process. It’s a challenging journey, yet as high performing teams have discovered, it is well worth the effort.

In his book *The Five Dysfunctions of a Team*, Patrick Lencioni explains the steps a team must undergo to become cohesive and high-performing. The path begins with establishing trust, which is based on an ability to understand, respect, and value differences in others. Once team members trust each other, they are able to use conflict constructively, become committed to team goals, hold one another accountable, and obtain desired results.

Outcomes

Gain knowledge and/or improve your understanding, and then consider the application of the following concepts:

- Indicators of potential team dysfunction
- Characteristics of high performing teams
- Leader’s role in building and maintaining a high performing team
- Processes and tools available for enhancing team effectiveness

Participants will identify an improvement goal for building a high performing team and draft a brief action plan for the goal.

Suggested Training Time

4 Hours