

Creating and Sustaining High Performance Teams

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Monique Breault Consulting
Leadership and Team Effectiveness Coaching
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What was going on?



“I was on a dream team!”



“I was on the team from hell!”

What's a team?

Work Group

Team



Low interdependence

High interdependence

- A common purpose
- A need for each other's abilities and commitment
- Shared accountability for results

We all need answers to these questions...

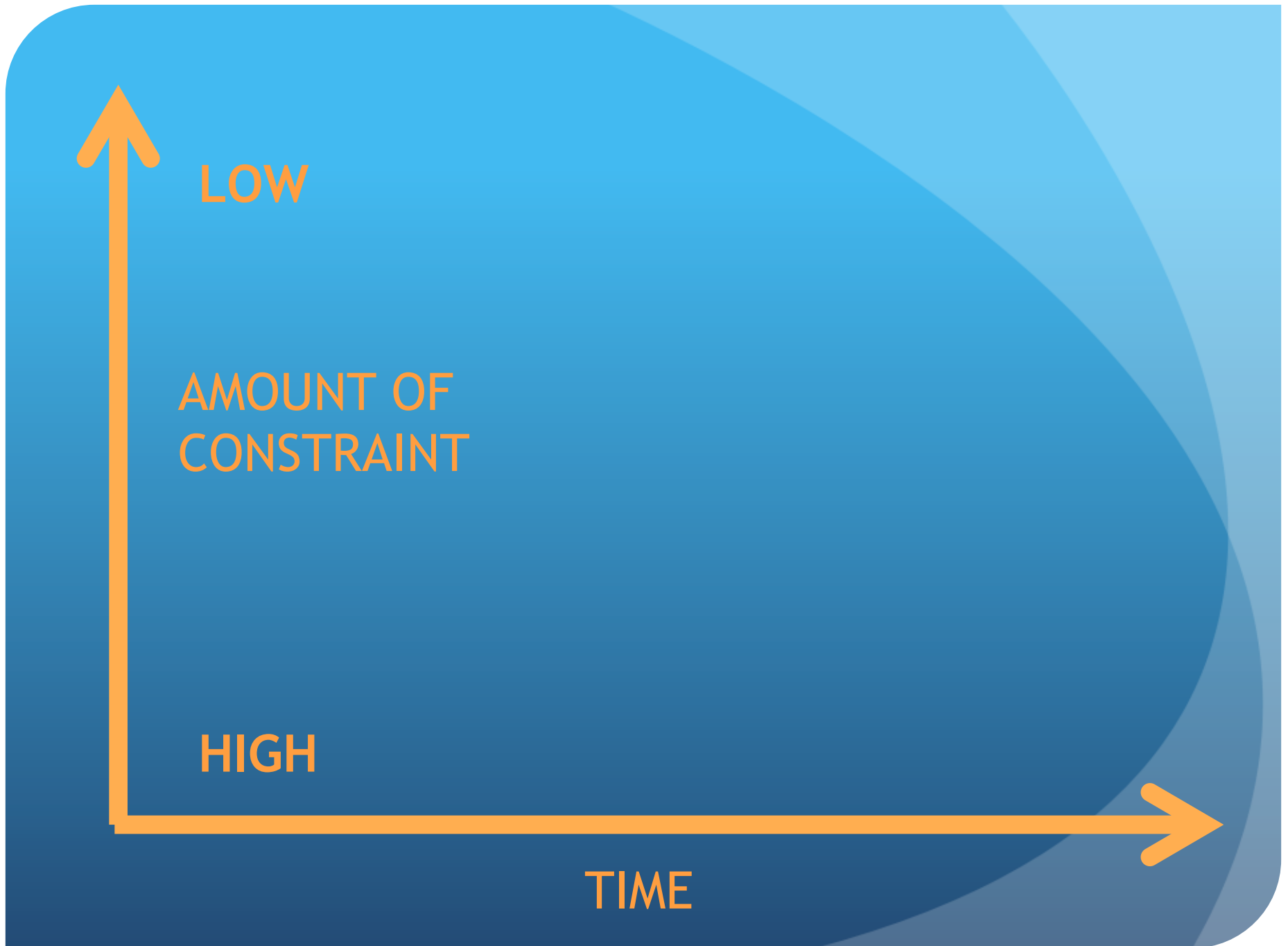


Our head: WHY am I here?
Creating and refreshing meaning

Our heart: WHO are these people?
Building and relying on relationships

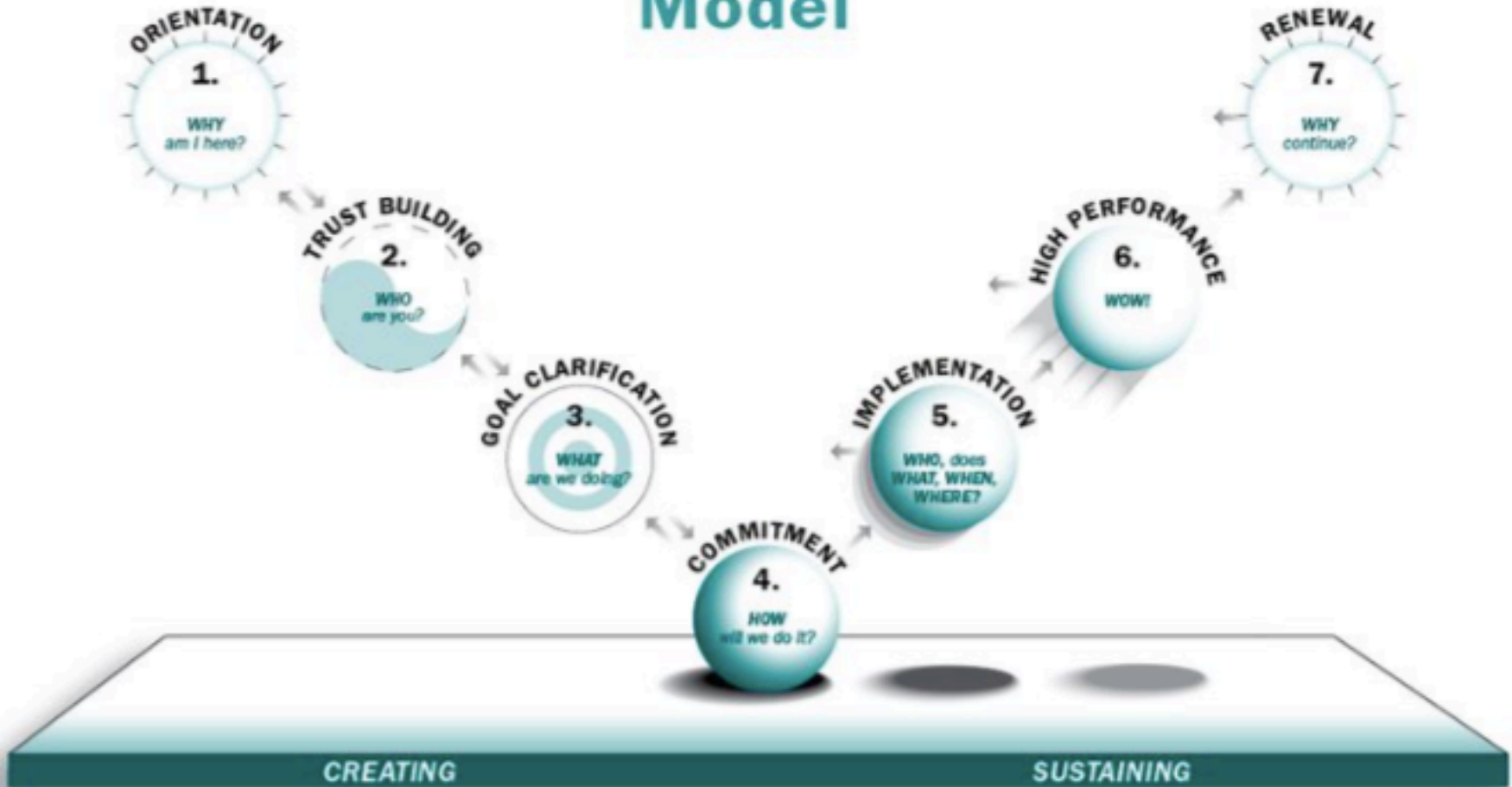
Our legs: WHAT are we doing?
Actions and movement; defining tasks

Our feet: HOW will we do it?
Concrete operations



DREXLER/SIBBET

Team Performance Model™

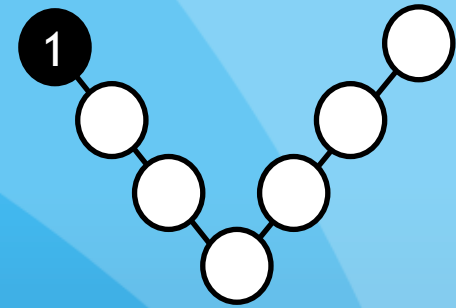


Orientation

Will this work be meaningful?

Do I fit in?

Will others accept me?



Trust Building

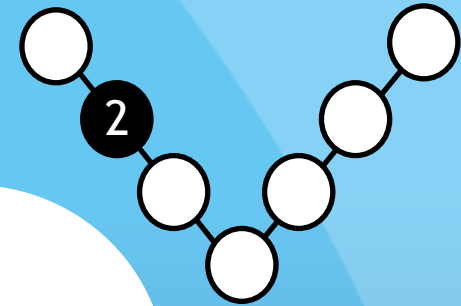
What are their agendas?

What do others expect of me?

What are their competencies?

Are they dedicated to the task?

Are they fun to be around?

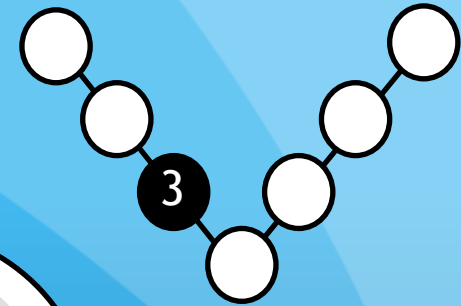


**Who
are you?**

**WHO ARE THESE
PEOPLE??**



Goal Clarification



- Are our basic assumptions explicit?
- Are our goals clear and integrated?
- Is the vision shared?



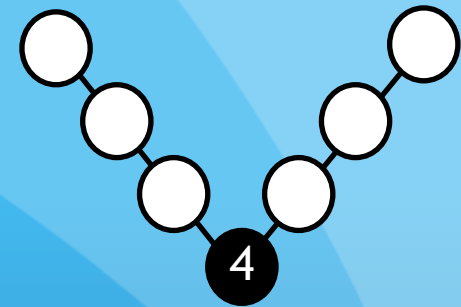
Commitment

What are our respective roles?

How will we manage resources, time and staff?

Who gets to make which decisions? How?

Commitment from the broader organization is KEY



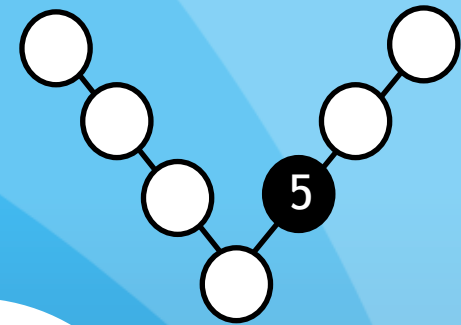
**HOW
will we do it?**

Implementation

What's the work sequence?

What's our plan (timing, scheduling)?

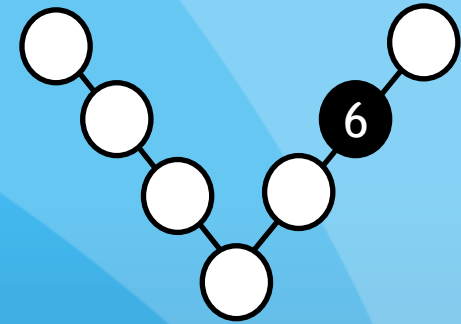
How will we track progress against plans?



WHO does
WHAT,
WHEN,
WHERE?



High Performance



How can we maintain this synergy?

WOW!!

What's working, and what could we do better?

What are we learning?



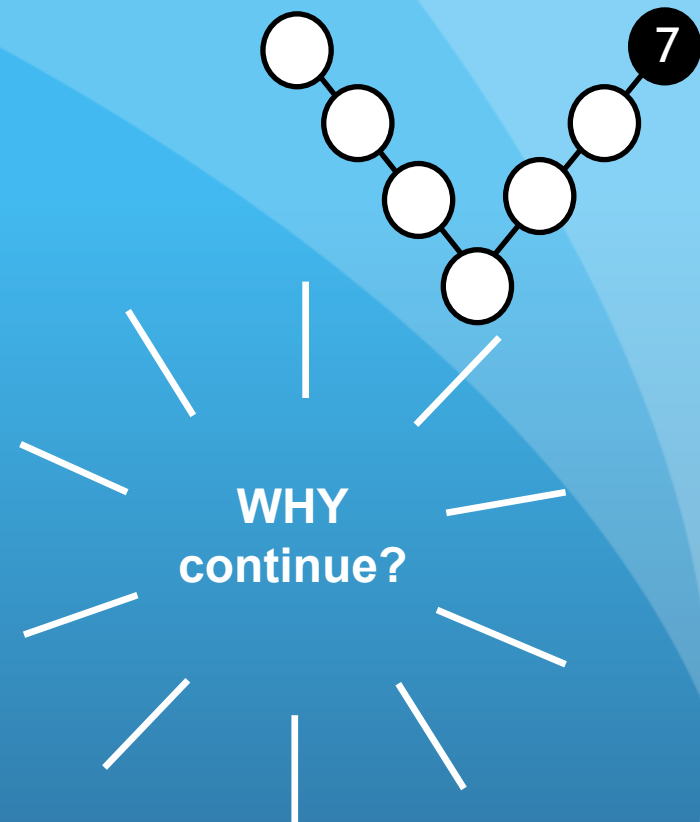
Renewal

Let's celebrate!!

What did we learn?

Are we still aligned with
our vision and values?

What's needed for the
next cycle of action?



Thank you!

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