

High-Performing Team

conditions and achievement

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12 conditions (or goals to work towards) for a High Performing Team

- There is a high level of interdependence among the team members
- The manager has good people skills
- Each team member is willing to contribute
- There is a relaxed climate for communication
- People develop a mutual trust with each other
- People are prepared to take risks and feel comfortable in doing so
- They are clear about goals
- Their roles are defined
- They know their strengths and weaknesses
- They know how to read results
- Each team member is encouraged to create new ideas
- People know they can influence the results of the whole team

Achieving a High-Performing Team

1. Make sure everyone on the team is committed to the team's purpose and vision
 - the team leader helps each individual team member meet his or her own needs while serving the overall purpose of the team
2. Establish motivating goals for the team members
 - team members should understand how their jobs support the achievement of the defined goals
3. Ensure team members have clearly defined expectations but do as well understand how each of their roles is linked to every other role
 - make sure team members are cross-trained to other responsibilities so that everyone can back each other up when needed
4. On the best teams, team members solve problems, communicate with each other, and keep the team leader updated on current challenges or emerging issues
 - on low performing teams, communication is one-way (from team leader to team members)
5. Determine the level of authority and ownership the team can take.
 - Team members know how and when to get approval for decisions and, in the best of cases, are

Achieving a High-Performing Team (cont)

6. Recognize diverse talents. Excellent team leaders pay attention to helping team members understand their unique strengths, talents, and weaknesses.
 - Teams are encouraged to use the language of acceptance and appreciation, rather than criticism and judgement. Team leaders consciously hire team members who bring complementary skill sets, unique experiences, and diverse perspectives
7. Work on developing support and trust. You can't force a team to be supportive and trusting - it is a natural result of shared responsibility, shared success, and mutual respect.
 - A high-performing team has earned each other's trust

Once the team has been formed, decide as a team what you will work on. What goals can you commit to? What actions will you take to achieve the goals? What are your performance measuring tools? How will the team know that they are achieving their goals?

just as a reminder:

things that can kill your chances for developing a high-performance team

- Personality conflicts - team members don't get on
- Bad leadership - leadership is inconsistent, poor or non-existent
- unclear vision - the leader has foisted a defocussed mission on the team
- anti-team culture - you (and your team) are not really committed to the teamwork idea
- insufficient feedback and information - performance is not measured
- mismatched needs - people on the team have private agenda versus the team agenda
- confused goals - people do not know what they should do or prioritize
- unresolved ideas - team members are uncertain what their specific job is
- bad decision making - the team may be making right decisions but making them the wrong way
- bad policies or poor procedures - the team is at the mercy of an employee handbook that does not apply to them, does not support them, or makes no sense to them