

High Performing Teams 2 Day Workshop

Organisations rely more and more on the output of teams and committees. Few managers or executives have the complete skill set or answers to handle complex projects or new products and services on their own. So, teams are charged with significant responsibilities. Operational effectiveness and high performance become critical. Traditional team building activity has focused primarily on relationships. By contrast, the HPTI has a six-dimensional approach, covering all aspects of team **productivity**.

The High Performance Team Index™ was developed and tested for over three years with senior executive teams in several different cultures. Participants come away from the experience with a powerful action plan and the necessary know-how to become highly productive team leaders and team members.

Six Key Components of High Performing Teams

1. How clear are TEAM GOALS and do they have the commitment of both members and external Stakeholders?
2. Are TEAM RELATIONSHIPS authentic and open?
3. Are TEAM PROTOCOLS taken seriously so that they ensure effective operation?
4. How consistent is TEAM LEADERSHIP and is it appropriate to the task?
5. Do TEAM ROLES match up well with individual talents and needs of the group?
6. How often is TEAM PRODUCTIVITY evaluated?

No team is equally strong in all areas, therefore the team survey analysis and ensuing two-day workshop are designed to raise the standard and increase team commitment.

Why the High Performance Team Index™ will deliver results for your organisation

The High Performance Team Index™ is aimed at generating high levels of team **productivity** without diminishing the concern for the people on the team and their commitment to team goals. The team survey results become the benchmark against which the team plans their development and then measures the effectiveness of development through re-assessment six to twelve months down the track. The report becomes the framework for the development workshop. The whole process includes three parts:

Part One: Online questionnaire

Each team member completes a questionnaire to generate a composite report on the team. The report includes.

Overall Team Effectiveness

How the team scores on each of the six components –as a rater average score and as a team effectiveness score

Team Effectiveness by Component

Rater average and rater distribution for each element of every component, ordered by component – highest to lowest based on rater average

Open Question and Comments

Unedited responses provide valuable qualitative data that adds weight and explanation to the quantitative data.

Part 2: Two-Day Workshop

Iridiums Facilitator's use the results of the survey to help participants work on the six areas, focussing development on the areas of improvement identified in the report. Participants create Action Plans that they can take, along with their practical workbook, back into the real world and use them to become part of a high performing team.

Part 3: Re-Assessment

A re-take of the HPTI™ six months after the Workshop to measure progress made, and update the Action Plans.

[For a sample report click here.](#)

For more information call Colin Graves on 07881 636538 or go to www.iridiumconsulting.co.uk

HPTI™, a trademark of Everest Woods Consulting, is powered by HRworkbench® technology.