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EBOOK

4 CRITICAL FOCUS AREAS FOR BUILDING A HIGH PERFORMANCE TEAM



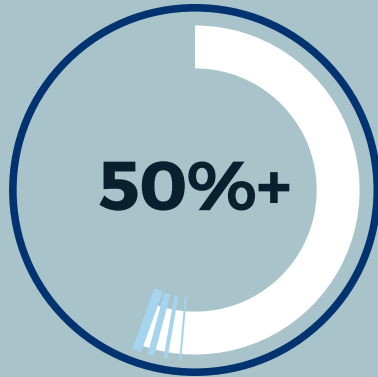
4 CRITICAL FOCUS AREAS FOR BUILDING A HIGH PERFORMANCE TEAM

Teamwork is essential in creating a competitive advantage and achieving goals in the most effective way possible.

In fact, a thriving team can improve creativity, innovation, productivity, and overall organizational success. Several reasons why teams are so important now

- Teams are required to work virtually throughout the world
- Demand is for collaboration and teamwork throughout the organization
- Success comes from using the collective knowledge and richness of diverse perspectives





A joint study conducted by *Training* magazine and Blanchard® revealed that people spend **more than half** their work time in teams

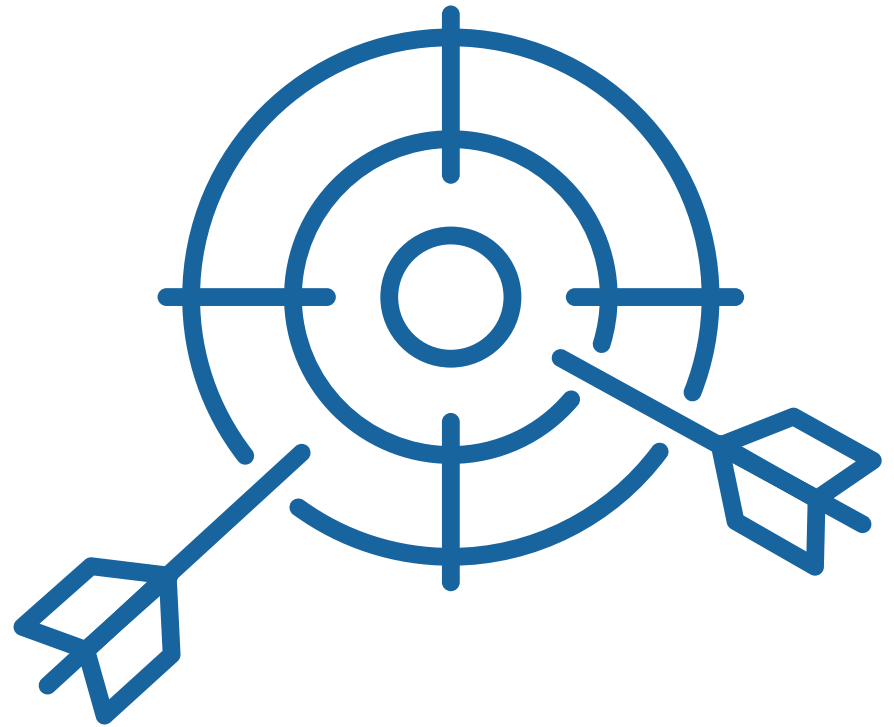


But, only 27% said their teams **perform at high levels** most of the time

Reference: *Work Team Training and Performance Gaps*, *Training* magazine, July/August 2017.

The top obstacles were lack of accountability, unclear decision-making, and poor leadership. The biggest obstacle to team success was a lack of clarity.

Team leaders need specific training to lead their teams to peak performance and a system to support them as they navigate through the changes in their team members' competence and commitment.



THE TEAM LEADER'S ROLE

The research identified several key leadership behaviors that have positive impacts on team performance:

- Setting clear goals for teams
- Ensuring the team's purpose is clear
- Aligning the team's purpose with the organization's vision / values
- Tracking progress on team deliverables
- Holding team members accountable for their commitments

The more often these behaviors are used by leaders, the more positive the impact on team performance.

There are four team focus areas that are the building blocks to high performance:

- Align for Results
- Communicate during Conflict
- Build Team Cohesion
- Sustain High Performance

Successful team leaders provide appropriate leadership behaviors to help their teams focus on what is important as they move from getting started to high performance.



Align for Results

Does the team understand what they are doing and why? Do they know how they will accomplish goals? Do they agree on how they will work together? It's critical for teams to have clarity on their purpose, the goal and roles of each team member, and the behavioral norms they will abide by for them to get off to a good start.

Communicate during Conflict

Do team members feel comfortable sharing their ideas and opinions? Can they do so without fear? Are they open to learning from the diverse perspectives of others? To move beyond issues and conflicts that arise, a team needs to learn how to communicate in a constructive manner by participating with candor, listening to the ideas of others with curiosity, and valuing the diversity of all team members so they can move forward.



Build Team Cohesion

Has the team begun to work together better? Have they learned to work through challenges but are still a bit tentative? People require a high level of trust, both in the team and in one another, for them to become a cohesive team. As they shift from learning to doing, they must learn to work collaboratively, take on more responsibility for holding one another accountable on team commitments, and build trust in and support for each other.



Sustain High Performance

Has the team demonstrated they know how to work together as one? Are they productive and ready to take on more? Teams that have achieved a high level of performance want to maintain their stride. They appreciate a greater sense of autonomy and can take on the responsibility of shared leadership. The synergy they have developed over time must be upheld while they strive for continuous improvement.

The results of the *Training*–Blanchard survey provide a snapshot into today's teams. The survey results give Training and Development professionals a target to shoot for and recommended first steps as they look to create or enhance team training programs in their organizations.

Consider how these findings can help begin a dialogue about team performance in your organization. For a full copy of the white paper, visit [Blanchard Resources](#).

Work Team Training and Performance Gaps, *Training* magazine, July/August 2017.

Ready to start improving the productivity of your teams?

We know how frustrating it can be when teams aren't working together efficiently and are capable of so much more. Each team should have the opportunity to come together and feel successful.

Don't let ineffective team leadership cost your organization time, money, and people. When managers know how to provide clarity and break through barriers to lead teams to high performance, the organization will flourish.

Contact your Blanchard sales associate or call 760.233.6725 to set up a meeting and discuss how Blanchard can help you build high performance teams.

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Blanchard® is a global leader in leadership development, consulting, and coaching. For more than 40 years, Blanchard has partnered with organizations to maximize individual achievement and organizational performance – bringing measurable progress and true transformation. Blanchard's SLII® is the global leadership model of choice, powering inspired leaders for more than 10,000 organizations worldwide. Blanchard also offers a suite of award-winning solutions through flexible delivery modalities to meet the specific needs of clients and learners.

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