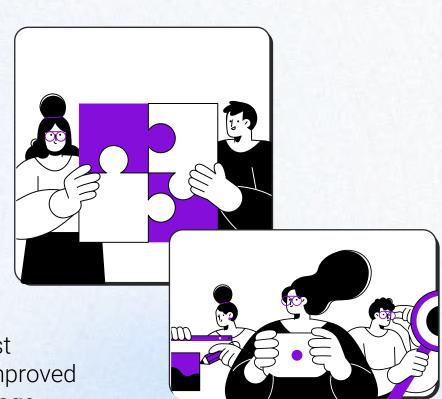


The Key Elements

to Build and Sustain High-Performing Teams

High-performance teams are critical to how most organizations carry out their work, resulting in improved performance and significant competitive advantage.



7 Essential Elements That Drive **High-Performance in Teams**

01

Shared sense of purpose and direction

02

Live the values

03

Trust and real dialogue

04

Coach and develop people

05

Engage in constructive collaboration 06

Foster innovation

Deliver performance

Team leadership was rated the most important priority in Brandon Hall Group's leadership development benchmarking study, with 94% of respondents considering it a critical factor in improving workplace team performance.

How Leaders Can Build High-Performing Teams



Talent

Ensuring people are assigned to roles that match their strengths and skills.



Leadership

Motivating the team to achieve desired outcomes.



Dynamic

Establishing a culture that promotes excellence.

Tuckman's Model for Nurturing a Team to High Performance



Tuckman's model consists of five stages that Bruce Tuckman suggests are the sequential stages in developing any team.



Forming

When a team comes together, they introduce themselves and establish a common understanding of objectives and goals.





Adjourning

After achieving team goals, evaluate performance, celebrate contributions, and make necessary changes.

Storming

As team members open up, they share their preferred working styles, build trust, and learn to collaborate effectively.

Norming

Individual differences are respected and accepted for the team's benefit, and everyone realizes the significance of working together to achieve a common goal.

Performing Trust is created when people work

towards common goals and feel motivated to collaborate.



