

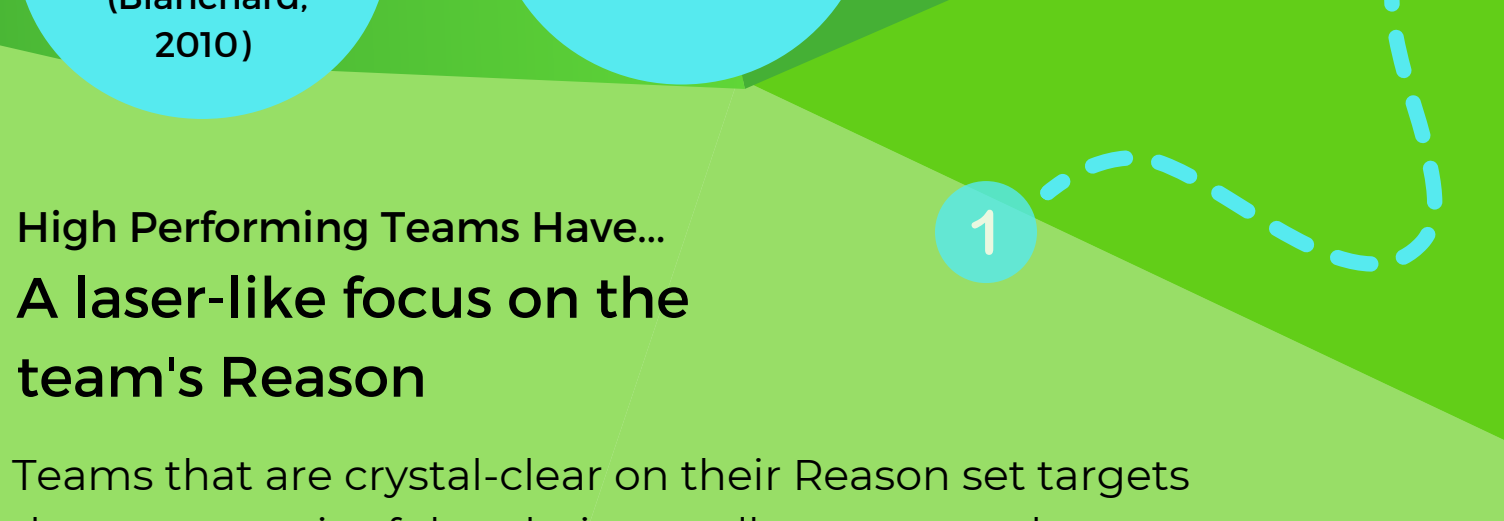
# The Dynamics Of A High Performing Team



## What is a High Performing Team?

Research shows that all teams that sustain high performance have 5 common characteristics. By strengthening these characteristics, your team will:

- Demonstrate increased engagement, reduced turnover and strong organisational health.
- Harness the collective intelligence and ability of a team.
- Consistently produce results larger than the sum of the individuals.

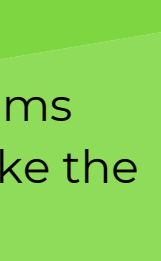


### High Performing Teams Have... A laser-like focus on the team's Reason

Teams that are crystal-clear on their Reason set targets that are meaningful to their overall purpose and are more likely to achieve them.



[Watch: The Reason Why Your Team Needs Purpose](#)

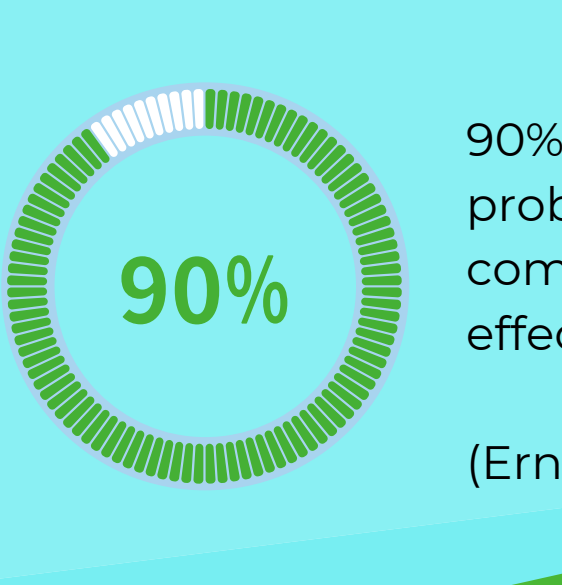


A compelling Reason connects the team on an individual, team, organisational and societal level.

High performing teams know their Reason like the back of their hand - inspiring, motivating and guiding their decision-making.



### High Performing Teams... Know the metrics of success and deliver Results as a team



**We live in a Results-driven world.**

Get clarity on the metrics of success behind your team to ensure you are always smashing expectations.



90% of companies agree that the problems confronting them are so complex, teams are essential to provide effective solutions

(Ernst & Young: 2013)

### A High Performing Team... Creates effective Relationships to inspire excellence

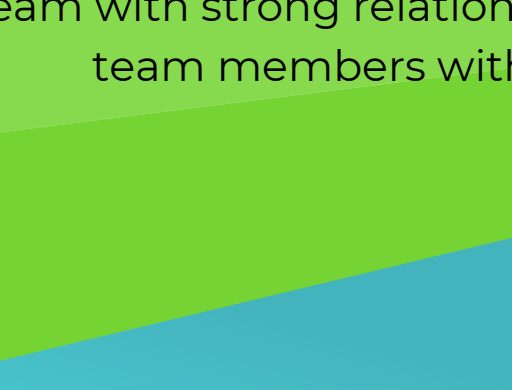
Teams are the human side of working and how we inter-relate has a huge impact on the performance of the team.



Personality profile tools such as MBTI, DiSC and Total SDI are incredibly effective in developing team relations

High performing teams have deliberately and expertly designed their teams on a foundation of trust, leading to:

- improved levels of communication,
- psychological safety,
- constructive conflict.



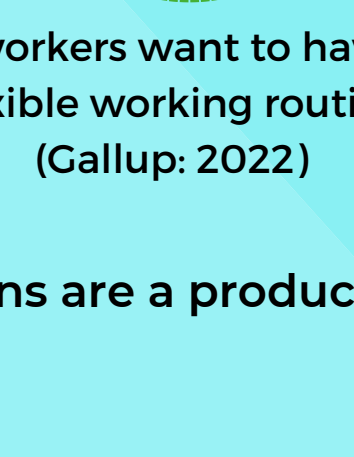
A team with strong relationships ensures diversity of opinion and instils team members with the confidence to voice their ideas.

### A High Performing Team... Creates robust Routines from ways of working to decision making



We live in a VUCA world and Routines need to flex to the needs of the humans behind them.

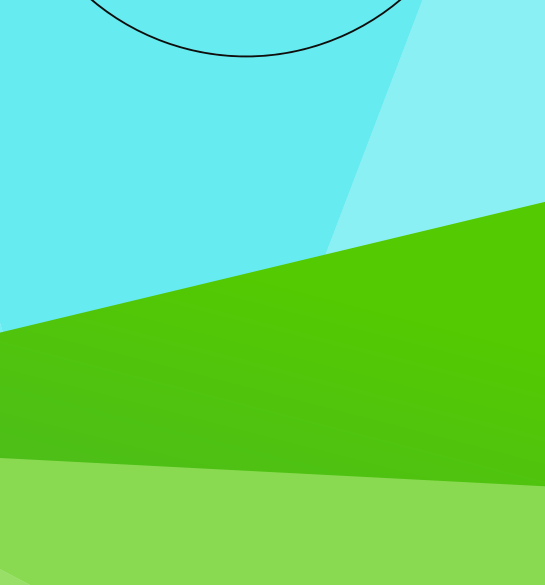
Provide hybrid working solutions without impacting productivity by creating regular points of contact and getting clarity on the working routines of all team members.



Of workers want to have a flexible working routine (Gallup: 2022)

**The best decisions are a product of multiple ideas.**

Formalising decision-making processes that ensures everyone's participation on major decisions harnesses the collaborative intelligence of a team.



### A High Performing Team... Uses the power of team to improve Resilience and reduce burnout

Waning resilience levels causes decreases in productivity and ultimately burnout. Teams equipped to help individuals deal with resilience bounce forwards in the face of adversity, not back.

Understand the role the team plays in personal resilience, and help develop the emotional intelligence of the team to keep team resilience strong in the face of adversity.

Want to see where your team matches up? Complete our [Diagnostic Tool](#) that measures your team against the Dynamics of a high performing team.

