



## **Building High Performing Teams to Maximize Impact (JumpStart)**

### **Overview:**

There are many ways to enhance team performance and effectiveness. While most intervention approaches involve some level of customization, there are two high impact frameworks which are useful as platforms for team development: **JumpStart** and **TeamStart**.

These processes are typically conducted in sequence with a gap in between; timing of delivery and design priorities are driven by the needs of the client. **JumpStart** is usually conducted for a team that is newly created or has a new leader (or team member) on board, and the team does suffer from a significant degree of dysfunctional behavior.

### **Process Objectives:**

The JumpStart process is designed to bring a new team or an intact team together with a new manager to get to know each other, understand the key issues and begin to build interpersonal relationships with the new manager.

The primary focus is on letting the team members get to know the new manager quickly through a series of structured, facilitated interactions, thereby **significantly accelerating the process of relationship building and team performance**. One variation of the process allows for the entry of new team members to an intact team (often conducted when a new senior member is to be integrated into a senior team).

### **Process Design / Implementation:**

A series of three meetings (in person or **virtual**) is conducted by a facilitator over one or two days, based on the manager's preferences and operating style. The team has the opportunity to share key questions and issues with the manager in a secure environment.

The manager frequently shares specifics of his/her operating style, preferences for roles, decision making, level of involvement and other key behaviors that are critical to building a successful working relationship between the manager and the team members. Timing of this process is usually within the first three to four weeks of a management change; this timeframe is extended if the manager has not been physically present the majority of the time (due to travel, other transition needs, etc.).

Lynn Reed has extensive experience in conducting this process globally; he has employed these techniques hundreds of times with cross-functional, multi-national, multi-cultural teams on a global basis with excellent results. If you would like to learn more, please do not hesitate to contact him directly - you will not be disappointed. Thank you for your interest.

***Our passion is contagious!***

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