

Building High Performing Teams to Maximize Impact (TeamStart)

The **key to building High Performing Teams** is to engage team members in the process of clarifying direction and building working relationships to ensure that teamwork is optimized. This is a complex process, useful for developing strategy for the upcoming year or getting a team / organization on the right track after major changes have taken place. The process is based on the assertion that **active engagement leads to real commitment and results**.

Process: an intensive, facilitated meeting that runs from 1.0 to 3.0 days in duration, depending on the scope of the effort and number of people involved. We employ a **Model of Team Effectiveness** to diagnose and develop **High Performing Teams**:



Key elements of the process include:

- Development of a clear **Value Proposition** for the team (Mission) and a high-level direction (Vision),
- **Assessment** of the current reality,
- Establishment of clear **SMART stretch goals** and formulation of initial **strategy**,
- **Role clarification** as required,
- Processes designed to **improve engagement, inclusion and interpersonal relationships** (decision making, communication, conflict management, etc.),
- Development of genuine **trust across the team**.

Participation can range from a manager and her/his direct reports to an extended team session of 50+ department members if desired (a “**large group intervention**” process). **TeamStart is designed to be flexible** – focusing on organization transformation, strategy development, role clarification, creative thinking, dealing with change or other management topics. It is **frequently run as a phased process to engage additional team members across the firm**.

A **pre-session survey** is usually conducted to help guide the development of the agenda. The **Myers Briggs Personality Type Indicator (MBTI)** is often utilized to improve understanding of the team members' personality types, diverse operating styles, communications and decision-making preferences, etc. Follow up work is designed to maintain momentum over time.

Lynn Reed's delivery approach uses clear examples and humor to make the program come alive and get people to relax about subject matter that some may initially view as somewhat sensitive. He developed expertise in the application of the **MBTI** (basic and advanced techniques) under the guidance of **one of the most recognized **MBTI** experts in the world**.

Lynn has extensive experience in conducting this program with cross-functional, multi-national 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!