5 steps to building high performing teams

Context and Core Tools

- Identify the needs and opportunities
- Position the team
- What would make it worth the effort?
- Create a common language
- Practice

Purpose, Vision and Strategy

- What do we want to achieve and why?
- Co-creation
- Horizontal and vertical alignment
- How do we engage others?

Team Dynamics and Behaviours

- Ideal conditions for success
- Current conditions / Squadify
- Celebrate success, address the gaps
- Build relationships
- More practice

Leadership and Individual Impact

- Raise self-awareness
- Take personal responsibility
- Define contribution
- Align to existing frameworks
- Taskwork and teamwork

Execution and Embedding

- Experiment
- Create a system (Agile)
- Integrate with existing routines and rhythms
- Make it real work
- Build habits

Questions to help assess the team

Focus area	Question
Context and core tools	How motivated is the team to develop? How well do members focus on and take responsibility for increasing the team's effectiveness? What common language exists in the team - frameworks and models of performance, competence or behaviour?
Purpose vision and strategy	How clear is the purpose and vision for the team (not just the organisational vision)? How aligned are they to the business strategy? How engaged in the team purpose and vision are the team members? How clear are the shared priorities for the team and how well aligned to the purpose and vision for the team are they?
Team dynamics and behaviours	How clear and agreed are the teams 'conditions' behaviours, ways of working, processes, systems, rhythms and routines? How well do the members of the team work together? How effective is the team (e.g. in decision making)? How strong are individual relationships?
Leadership and individual impact	What is the competence of team members in terms of leadership behaviour? How well do members contribute to the desired team environment, how fully do members participate? How obviously do members speak for the team with a common voice? How positively do members influence other teams they interact with?
Execution and embedding	How effective is the team in delivering on commitments? How effective are the existing processes in creating a consistent and sustainable way of developing while doing real work together? To what extent do decisions and agreed ways of working become the norm?