

## High-Performance Teams

*“Do you want a collection of brilliant minds or a brilliant collection of minds?”*

- Meredith Belbin

Teams that have clearly defined goals, individual roles and responsibilities and agreed upon processes often start to experience powerful dynamic of coming together. A strong sense of team spirit and identity starts to emerge and challenging problems and tasks can be addressed and managed. The challenge here is often to integrate new team members, create changes in the team's structures and mindsets and reach improved levels of individual and team performance – put simply the team can become a victim of its own success and struggle to move to the next level.

The best strategy at this stage is to have the team identify standards of excellence that should be maintained while accepting and recognizing that each individual team member has their own strengths and talents that can contribute to achieving team goals. The objective of this workshop is to help international teams stretch their performance.

### Objectives

At the end of this workshop participants will be able to:

- identify their team's strengths and existing or potential gaps.
- describe their team's unique culture and identity based on shared values and agreed standards of excellence.
- explore and share their preferred team roles with their inherent strengths and allowable weaknesses.
- clarify and review team roles, responsibilities and processes to ensure that they exploit individual strengths and talents.
- develop a unified commitment to execute changes that will further increase levels of team performance.

### Content

- Characteristics of highly effective teams
- Team assessment – strengths and gaps
- Establishing and maintaining team standards of excellence
- Team roles (Belbin Team Roles ©)
- Feedback exchanges and team dialog
- Change processes, tools and mindsets
- Leadership dialog – the principle of shared leadership

### Learning Methodology

The participants will be asked to complete a team assessment and participate in a personal interview before the program.

The workshop will involve experiential-based learning (indoor or outdoor) activities with debriefings and one-on-one / group dialog.

The group should commit to meet again and review the learning and any actions agreed upon during the workshop.

### Workshop

This is a three-day workshop for a group of up to 16 participants working with two Clarion Learning consultants at an offsite location.