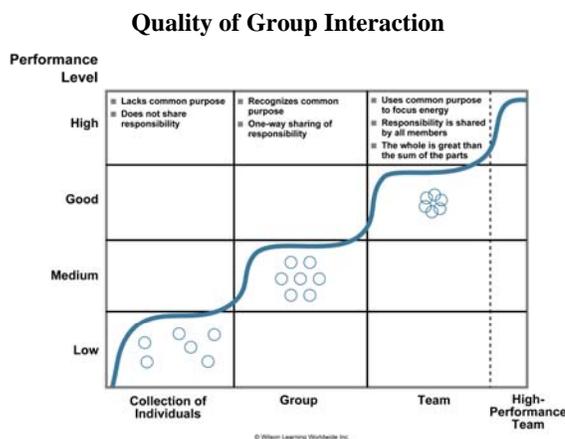




LEADING FOR PERFORMANCE - BUILDING HIGH-PERFORMANCE TEAMS

Getting work done through teams is a fundamental task of leaders today. Getting team members to align, engage, and give their best can be a critical success factor. First-line and mid-level managers need skills to help move their teams from functioning merely as a collection of individuals to performing together as a team at a high level. In this program, leaders explore participative leadership and shared responsibility, as key characteristics required for developing teams.

Leading for Performance: Building High-Performance Teams (LFP-BHPT) uses the Quality of Interaction model to help define “team” as the quality of working together along a continuum of growth from no team to a high-performance team.



VALUE PROPOSITION

LFP-BHPT enables an organization’s leaders to create synergy among team members which leads to real-world business results.

APPROACH

LFP-BHPT is a five-hour instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional.

This enables:

- Face-to-face interaction among the leaders and with the facilitator, often in simulations
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

<i>Key Learnings Are ...</i>	<i>Your Leaders Will:</i>
<i>Teamwork Simulations</i>	Be able to identify what helps and hinders high-performance team development
<i>Attributes & Definition of High-Performance Teams</i>	Be able to improve on key attributes to build performance
<i>Participative Leadership</i>	Be able to use insight on leadership styles and teamwork
<i>Shared Responsibility</i>	Be able to generate participation through involvement, keep teams on task, and have more effective team meetings

ENABLING IMPROVED PERFORMANCE

LFP-BHPT features various performance applications, reinforcement, and support tools so those leaders can apply their newly acquired skills and behaviors back in the organization. Involving managers early on and coaching for this process is a key for a successful implementation.

MEASUREMENT AND EVALUATION

Organizations that implement LFP-BHPT have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-BHPT, one approach may be a web-based survey of participants’ direct reports, to identify the degree of change and the differences that this change makes. More involved and thorough research options are also available.