

Team Excellence in Practice

The most important outcomes in organisations today are achieved not by individuals working in isolation, but by teams of people solving difficult problems and producing complex outputs. It is collaboration, rather than competition, both within and between teams, that is the key enabler of long-term organisation success.

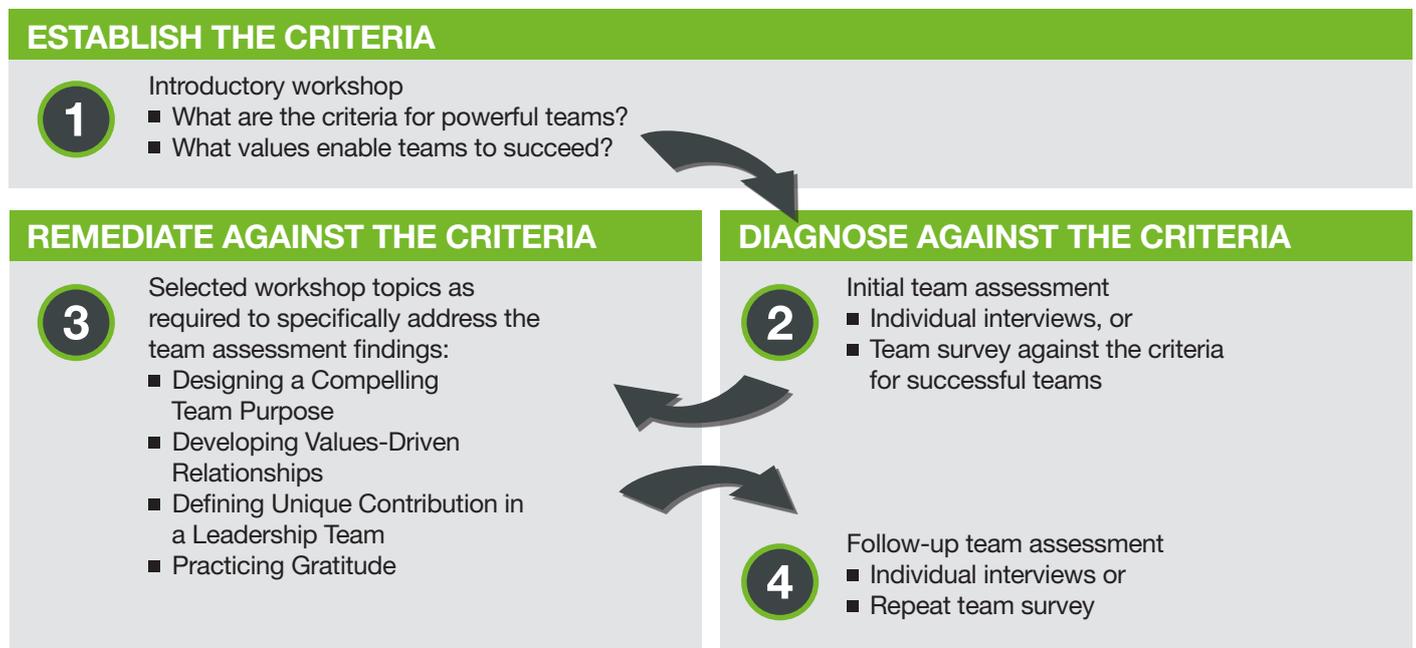


Figure 1: A Typical Team Excellence Intervention Approach

A Team Excellence intervention is typically 2-6 weeks in duration. Legitimate Leadership works with production teams, support teams and leadership teams to enable purposeful collaboration and consistent behaviour and performance within, and between, teams.

STEP 1 INTRODUCTORY WORKSHOP

A half-day interactive workshop is designed to introduce the 5 criteria for successful teams and explore the importance of values-driven behaviour as a core enabler of powerful teams.

STEP 2 INITIAL TEAM ASSESSMENT

An initial team assessment can take the format of a series of individual interviews with team members or, in appropriate cases, an online survey aimed at understanding the team's current performance against the 5 criteria. The information gathered during this step enables the team leader and Legitimate Leadership consultant to make an informed decision as to which Team Workshops are required to address the key challenges and opportunities identified.

STEP 3 TEAM WORKSHOPS

Half-day team workshops are designed to provide teams with the tools and insights to ensure that all team members:

- Engage fully with the team's purpose
- Interact collaboratively rather than competitively
- Have clarity on what is expected both in terms of specific contribution and desired results
- Value and acknowledge the contribution made by all the individuals on the team

STEP 4 FOLLOW-UP TEAM ASSESSMENT

Once enough time has been given to embed changes, a follow-up assessment gives the team specific feedback regarding progress, as well as identifying opportunities for further enhancement of team dynamics and outputs.

