

## Creating a High Performing Team

### Questions to consider

- Are you seeking to understand?
- Are you a convincer or an understander?
- Who is more effective, the manager with the right answers or the manager with the right questions?
- Does your team have trust?

Today's highly diverse, dispersed, digital, and dynamic (constantly changing) teams need the following to be most **effective/collaborative**:

- Compelling direction (i.e., purpose)
- Strong structure (i.e., the right mix of talent and how many)
- Supportive context (i.e., rewards and material/immaterial support)
- Shared mindset (i.e., common understanding)
  - Haas & Mortensen, *The Secrets of Great Teamwork*

### The Truth About Teams

- Companies that use teams are NOT always more effective than their competitors
- Managers often attribute team failures to the wrong causes
- Managers often fail to recognize their team-building duties
- Experimenting with failure leads to better teams
- Strong leadership is not always necessary for effective teams
- Great teams can still fail under the wrong circumstances



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If you are interested in a speaker, facilitator, or customized workshop, please reach out.

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