

Framework for High Performing Teams

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The ingredients come from the research of professionals including: Katzenbach and Smith (The Wisdom of Teams), Hackman and Wageman (A Theory of Team Coaching), Bruce Tuckman's –Storming, Norming, Performing and Adjoining and Amy Edmondson (Teaming)

As you step into the new month, as a team you will take the pulse of where you are on a scale of 1- 10 in each of these six areas:

1. Shared purpose or mission (Your WHY)

What is your purpose? Your mission? Why do you exist? Does everyone hold the same understanding? What does this mean practically for your work? What priorities does your purpose or mission naturally create?

2. Shared behavioral norms

How do you do things? What is acceptable and unacceptable on the team? What behaviors and habits exist? Which ones are supportive of exceptional performance? Which ones aren't?

3. Shared commitment

What are team members committed to? What will you get done, no matter what? Is there anything that needs to be dropped off the list?

4. Shared performance goals

What are key goals for the team this year? What are key individual goals? How do your goals align? Overlap? What does success look like for each member? For the entire team? Does everyone have an understanding of the key goals of others on the team and how they feed into them?

5. Shared team practices

Teams that work together effectively share common practices such as a Monday morning huddle, a Thursday night out or some other regular event. What practices support your relationships?

6. Clear Roles

How do our roles overlap, align and connect? What changes, if any, are needed this year around your roles giving your priorities?"

A quick activity to undertake together is to have some discussion around how you are doing in each of these areas this week, especially if you are now operating in the remote space."

Bonus:

Making it safe-psychological safety- trust and respect

- It is not about being nice or about lowering performance standards- instead it allows teams to set high goals and work toward them through respect and collaboration
- Leaders need to be accessible and approachable; acknowledge their current limits, be willing to display fallibility, direct language, set boundaries and hold people accountable