



The High-Performing Team: The Keys to Success

Getting things done is the number one challenge facing all leaders – at all levels. The single greatest factor responsible for success or failure in execution is people. It is crucial that teams work effectively together.

Where do you start?

Have a vision and strategy. Without a vision outlining a bigger future, people will not invest themselves. We want something to believe in and commit our energy and strengths to helping to make happen. Leaders need to clarify their vision, their values, and the strategy on a regular basis. One of the top three factors supporting a highly engaged team is seeing the big picture.

Focus on the drivers of success. Teams need to clarify what is most important to move the vision forward and their part of the plan. Clarity of roles and accountabilities is often the greatest complaint from teams. When team members know how they contribute and see how their work relates to the bottom-line of the vision and strategy, initiative results.

Understand and apply strengths. The dynamics of maximum team performance is based on the ability to put people in positions that use their natural strengths. Each of us has skills and experience, personality preferences, and instinctive strengths that support our performance and achievement. Leaders need to take time to make sure the right people are in the right positions to leverage the energy of the team.

Measure for effective execution. We believe scorecards based on actions (rather than just results) are the single best management tool to separate teams that try from teams that win. Scorecards connect the vision and strategy with the driving actions that create the results. Measuring actions provides real time analysis to make the best decisions and take the right direction to achieve success.

Communicate to connect. For teams to perform effectively and work well together, they need regular and consistent communication. Regular team meetings that focus on tactics (who does what by when), additional meetings for strategic progress updates and visioning, and individual time for team members with their leaders to gain feedback on their performance – how they are doing, what they are doing well, and where they need to improve.

The client foundation. Underlying team success is the need to stay focused on the client. In the end, work only happens as long as we satisfy the needs of the client. Leaders need to clarify with the team who the client is (oddly enough, teams don't always have the same client in mind) and how the team creates value for them. Getting teams to work effectively together needs to be founded on what is most valued by the client.

Enjoy the journey. One of the key elements that team members are looking for in an organization is a feeling of community and friendship at work. Leaders need to support that type of environment.

If you want to be a leader of a high-performing team, step back and assess your team for the seven aspects and do what you need to do to provide the environment that is needed for team success. You will win.

If you are interested in building and leading a high-performing team, contact us for our Team Performance Report Card and the Team Success Workshop. For more information, please email us at getresults@bluteaudevenney.com.