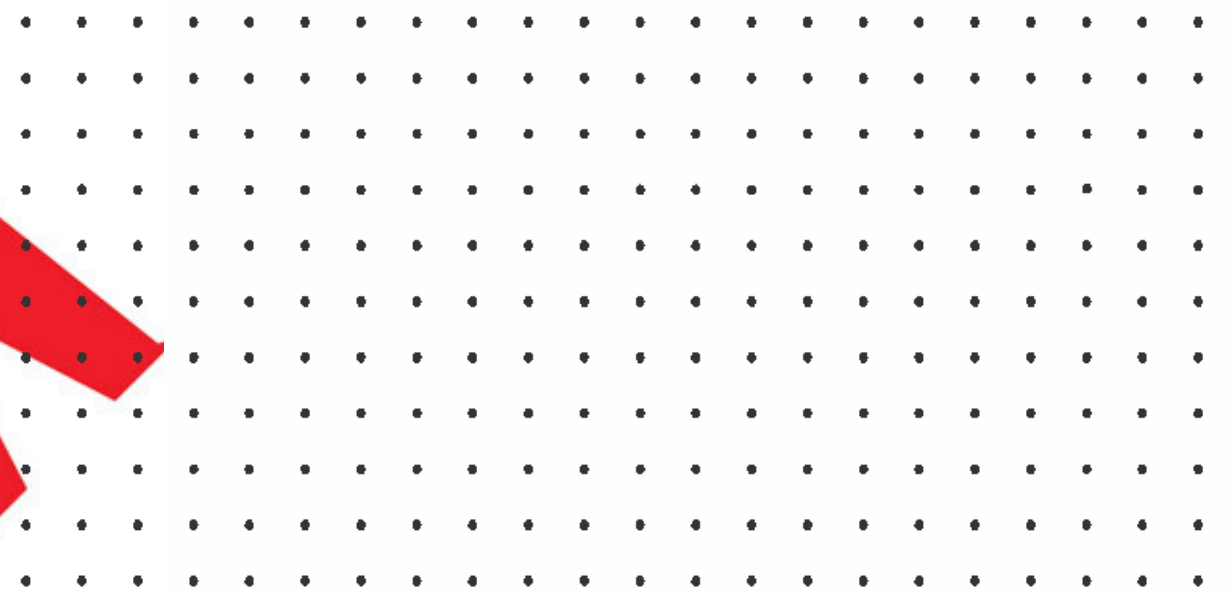


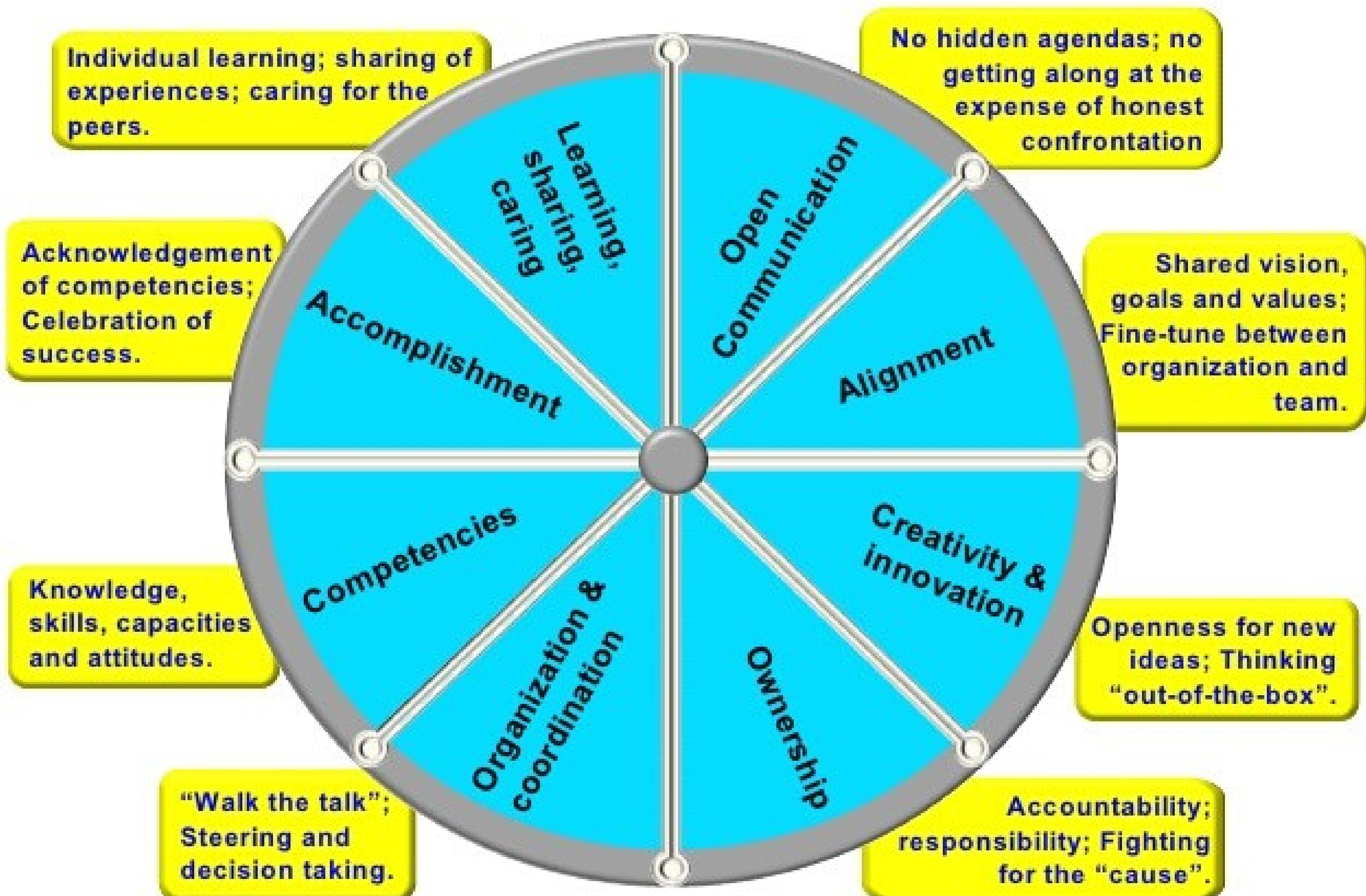


# CHARACTERISTICS OF HIGH PERFORMING TEAMS



**THE TEAM  
DEVELOPMENT  
WHEEL**





## THE HUB / CENTER GENERATING STANDS

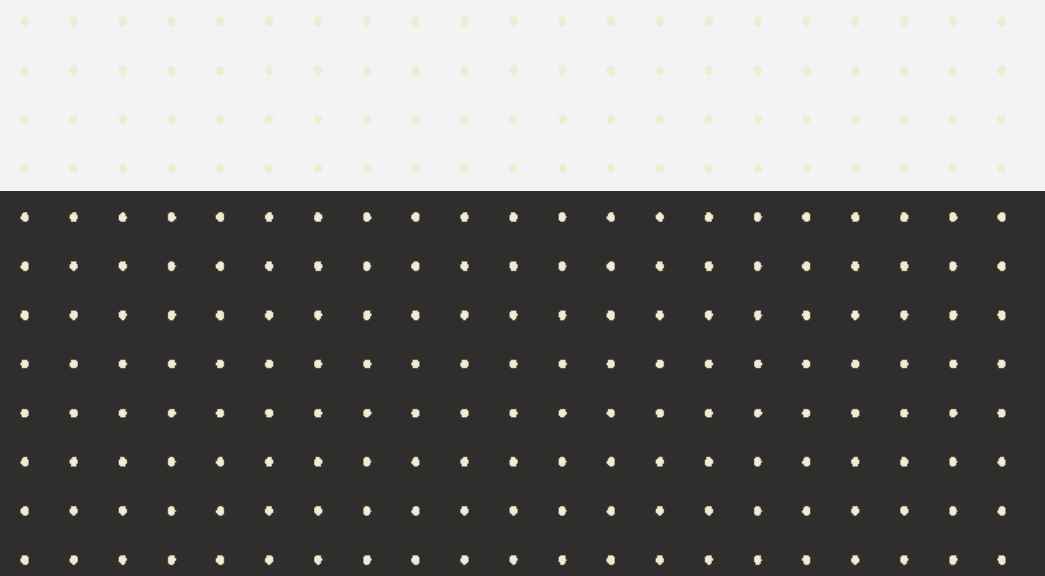
Generating stands, the hub, is central to high performance teams.

Stands are commitment to objectives, achievements or performance that transcends “business as usual”.

The assumption is that extraordinary performance depends on extraordinary commitments.



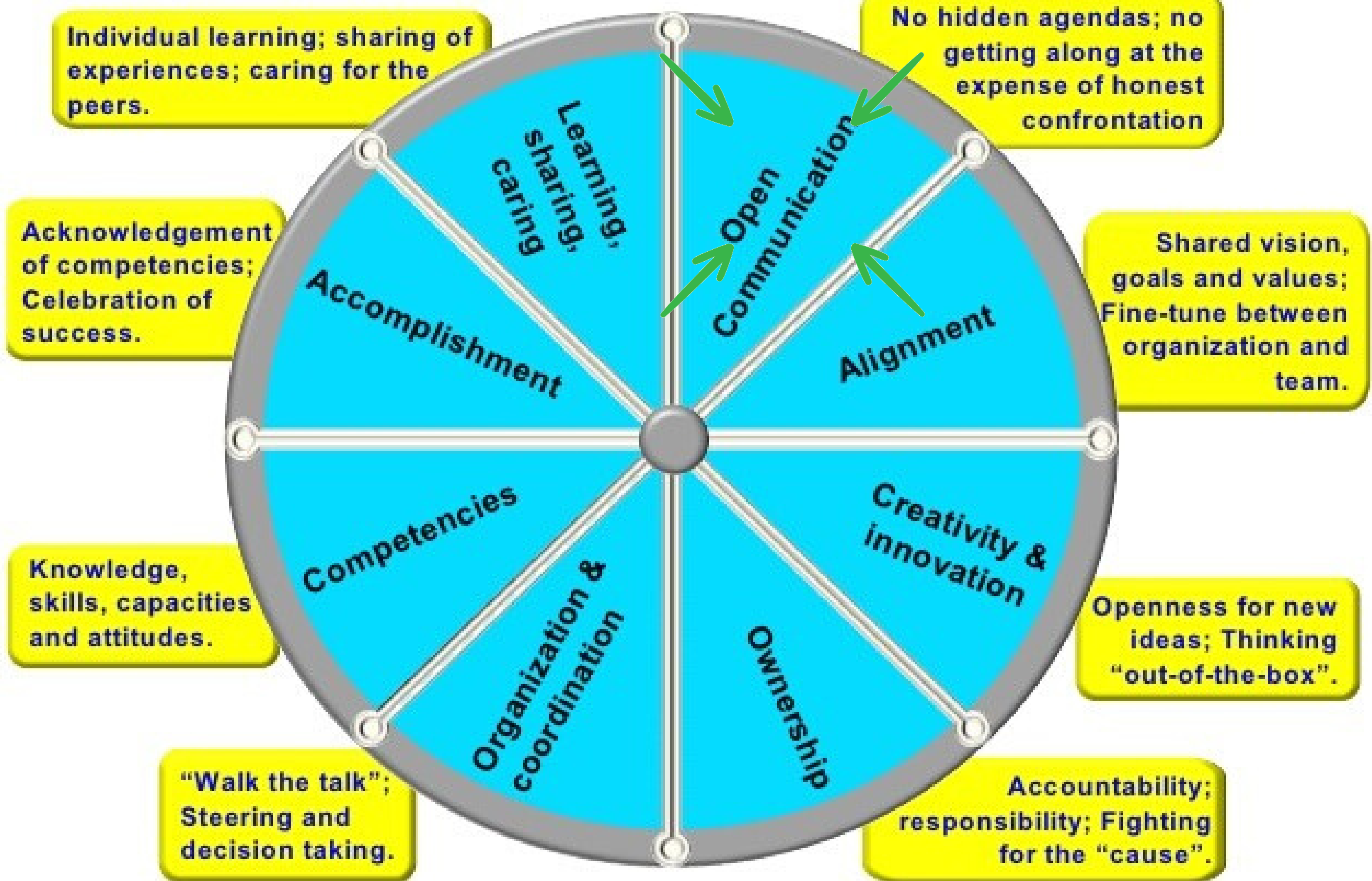
**LETS DISCUSS THE  
SPOKES OF THE  
WHEEL**





1.OPEN COMMUNICATION OR  
STRAIGHT TALK –  
DIRECT, HONEST AND TIMELY  
DIALOGUE







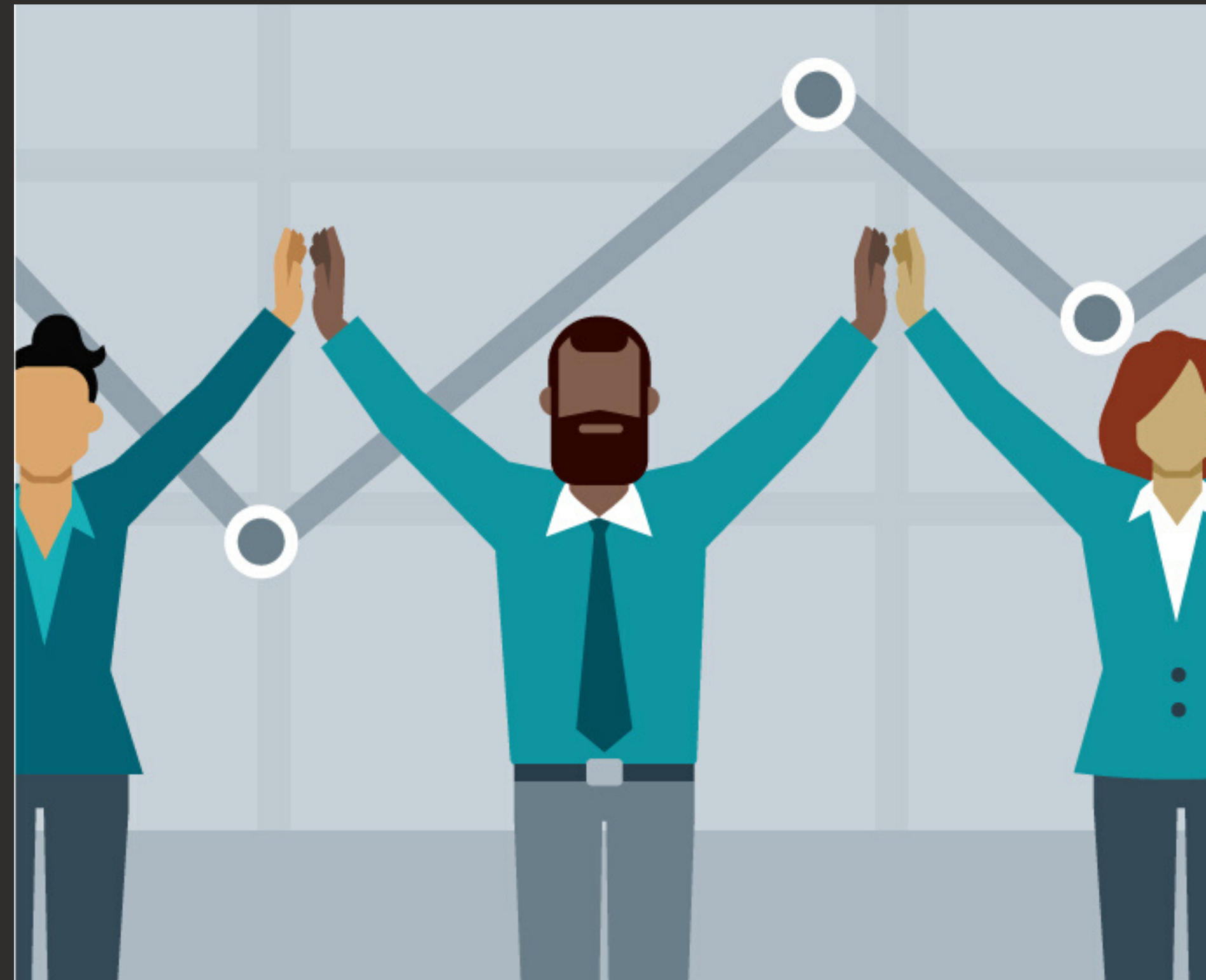
**High levels of teamwork and performance are only possible through honest and open expression of perceptions, emotions and ideas.**

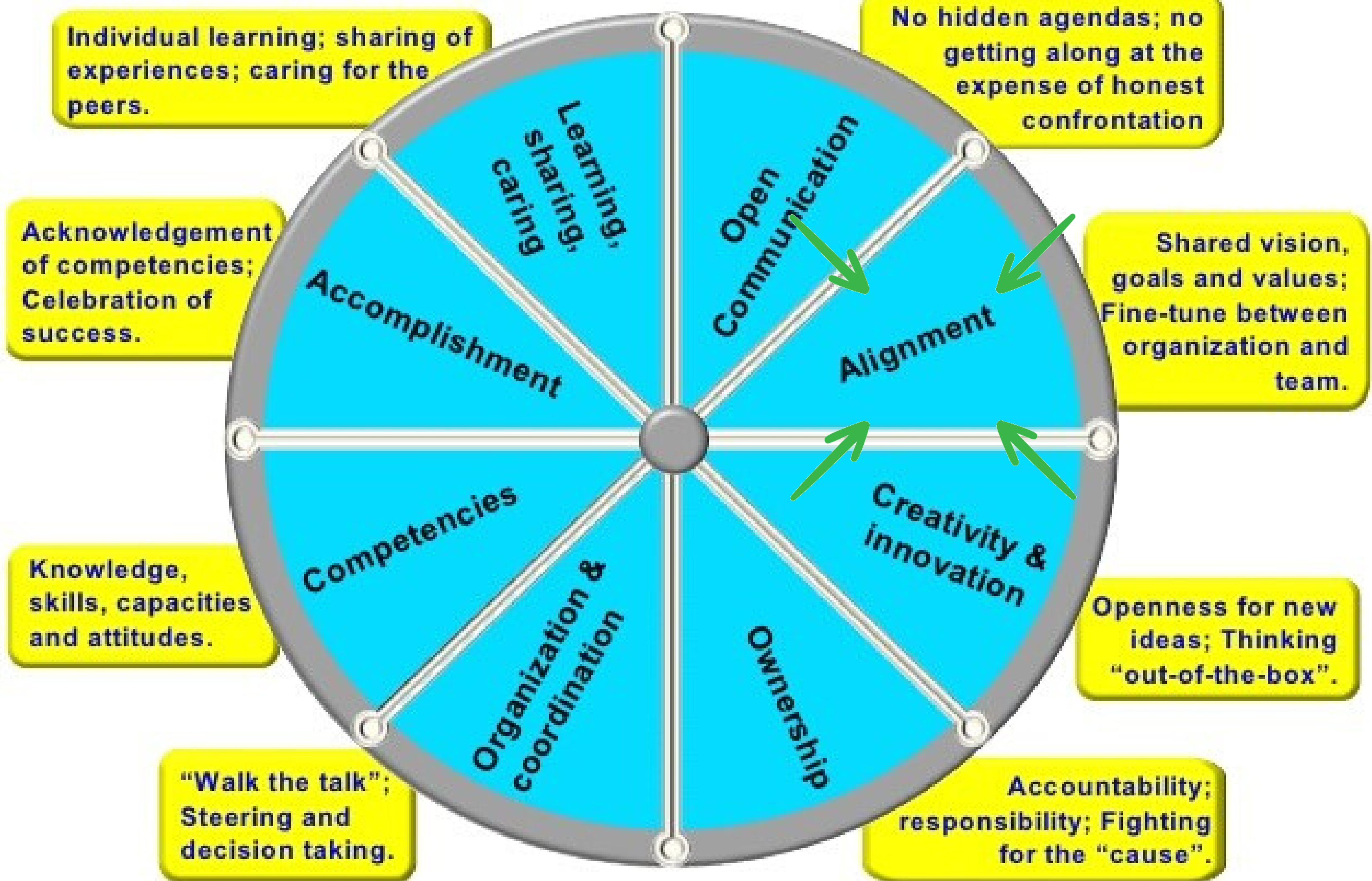
**Straight talk would have the team member address an issue as directly and immediately as feasible.**

**If the issue cannot be resolved between the two or more team members involved, the issue may be taken to the rest of the team. It is however important to involve the team member(s) involved, as exclusion of the individual can produce a climate of distrust and conspiracy.**



## 2. ALIGNMENT – HAVING A SHARED PURPOSE AND GOAL





**To achieve extraordinary results, it is critical that all team members work together toward common goals.**

**Not only the goals, themselves, but the way team members work together to achieve them needs to be aligned as well. It is so much simpler when people know what to expect in terms of work processes.**

**While it may be difficult to achieve, teams must strike a balance between consistency and flexibility. Too much consistency can be monotonous and result in conventional, over-conservative behaviour. Work is bound to be dull; initiatives and solutions equally unexciting.**

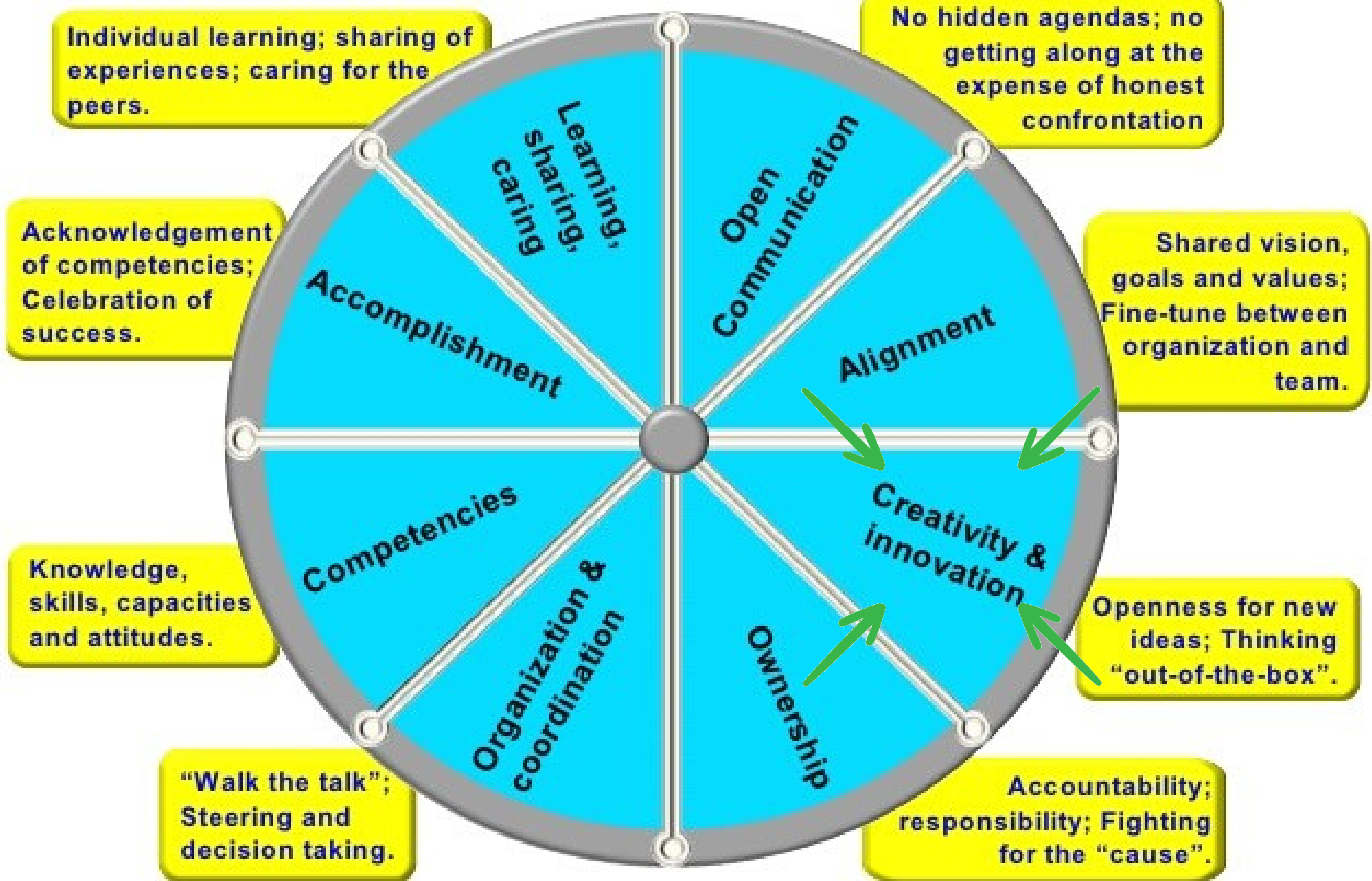
**Too much flexibility, on the other hand, promotes chaos. Synergy can never be achieved when everybody is doing their own thing.**



**3. CREATIVITY AND INNOVATION  
RESEMBLING RESOURCEFULNESS  
AND POSSIBILITY,  
OPEN-MINDEDNESS  
AND FLEXIBILITY**









**Achieving unprecedented results requires breakthrough thinking and dramatically different ways of doing things (working smarter, not harder).**

**Team members must find innovative and creative ways to work around or through barriers to performance.**

**Creativity implies uniqueness-doing different things.**

**Innovation suggests doing things differently. Both are important.**

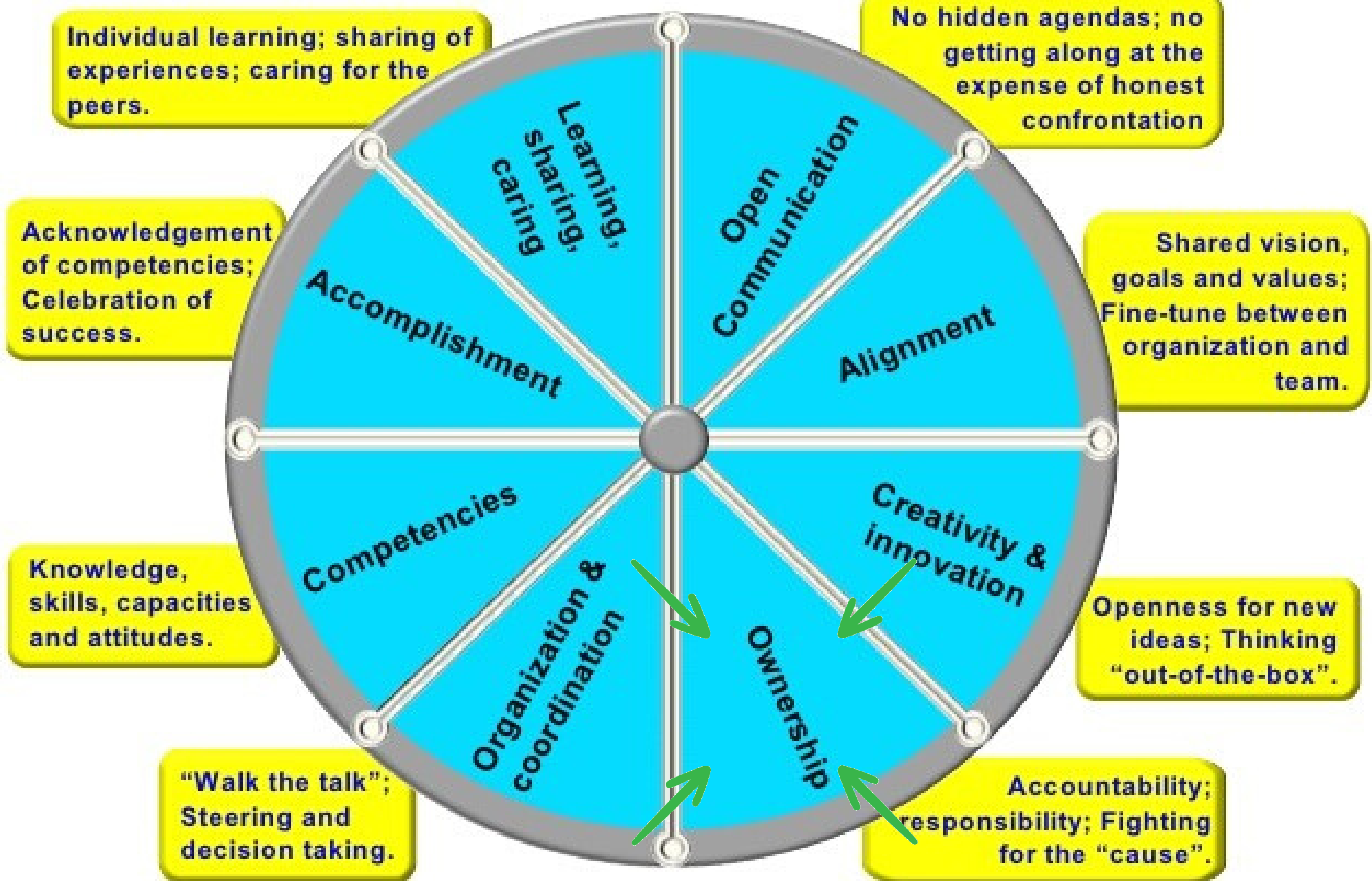


**INNOVATION**



**4. TO OWN THE PROJECT OR  
WORK. SHARING LEADERSHIP**







**Team members assume leadership roles depending on the task at hand and the needs of the group.**

**The formal leader serves as coach and mentor to the team.**

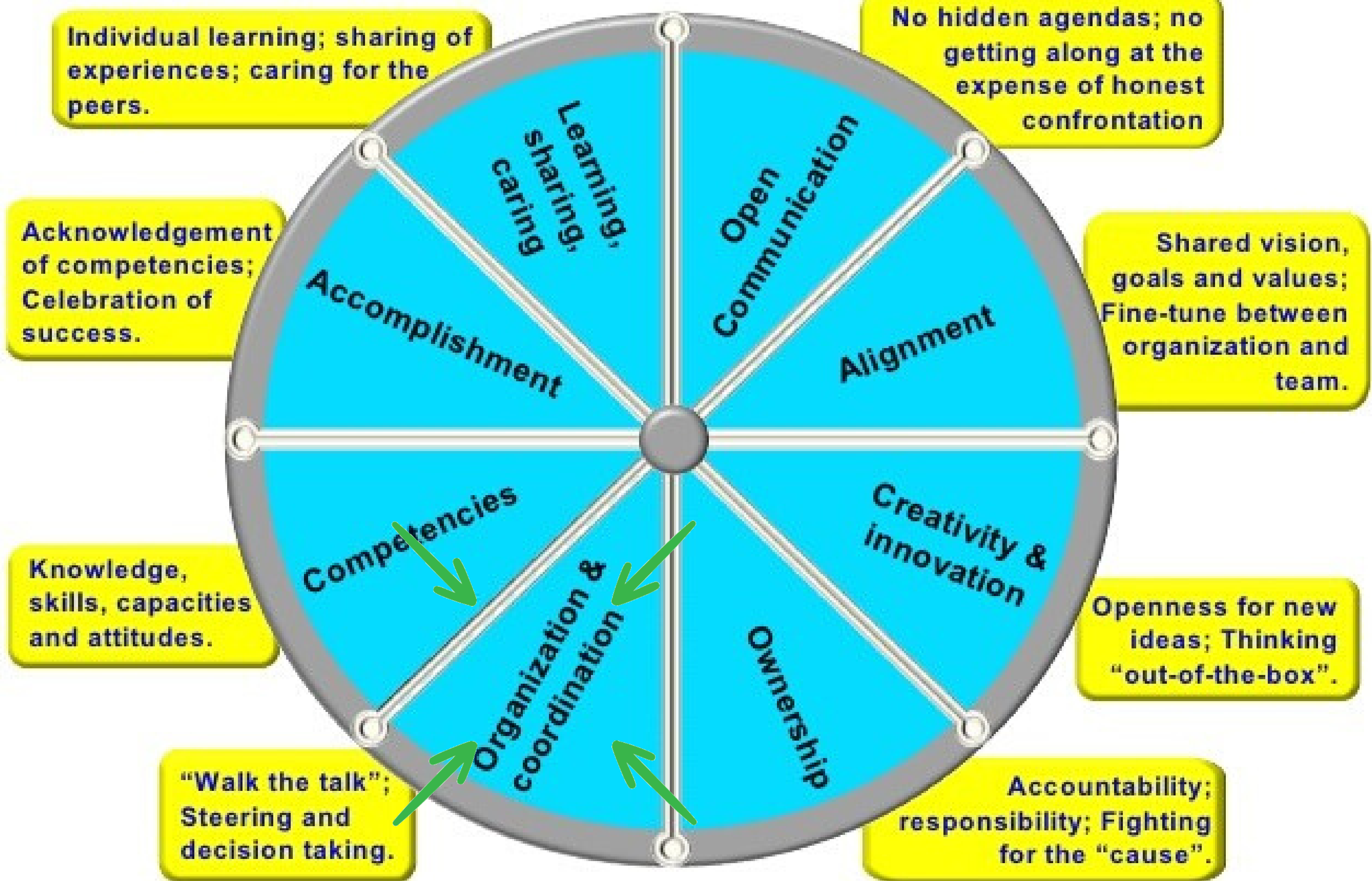
**Everybody group together and strive together for the sake of the cause.**





**5. TEAMS THAT ARE DECISIVE AND  
COORDINATED IN ACTION –  
MANAGING THE WORK,  
GETTING IT DONE**





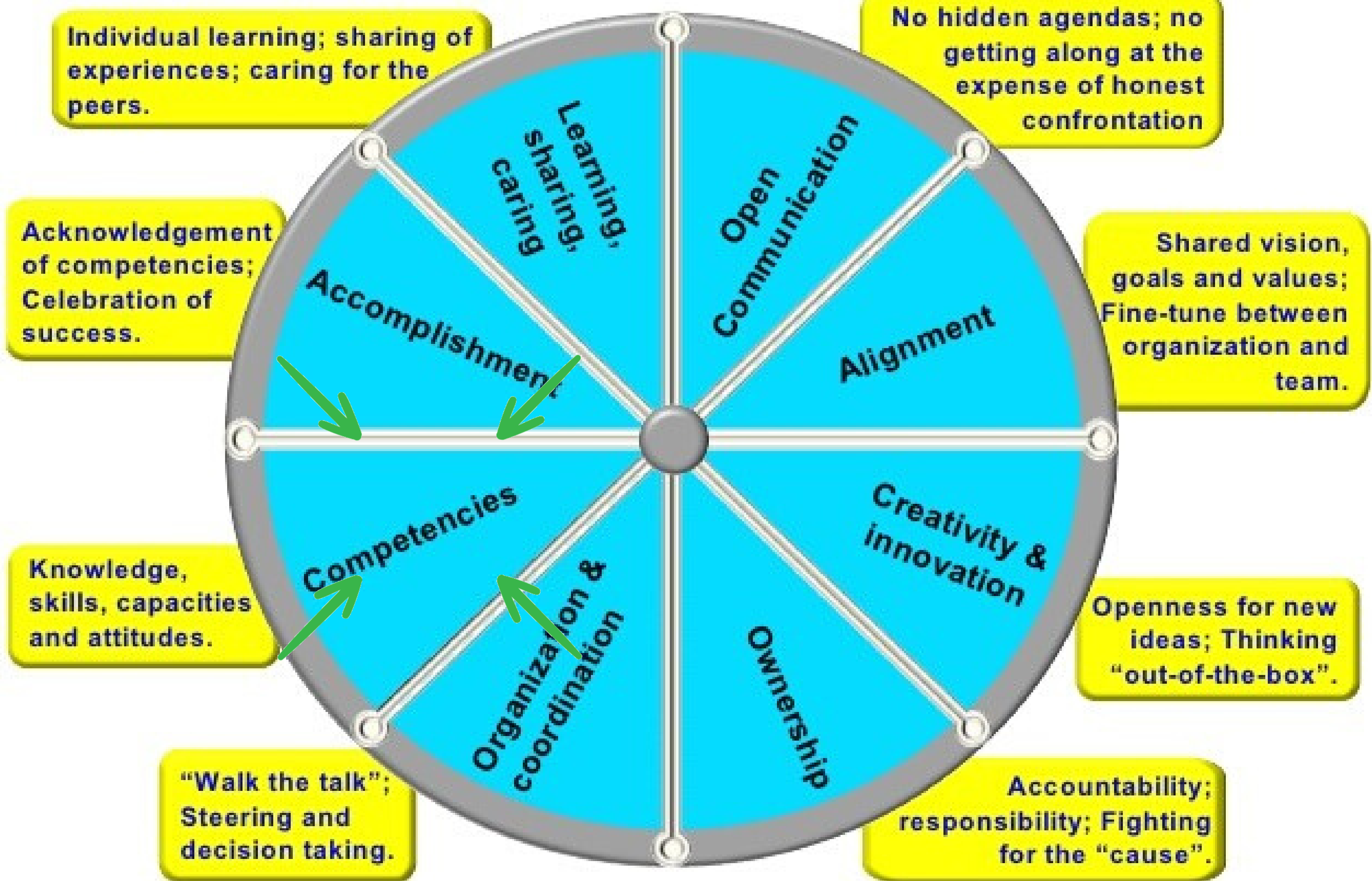


**In high-performance teams the team members are skilled at coordinating clear actions and they use tools and effective processes to maintain their coordination. Everyone knows what he or she is supposed to be doing and how it fits with what others are doing. Very little time is wasted in moving from problem solving and decision making to action.**



6. APPLIED COMPETENCIES –  
MOBILISING  
FOR ACTION, FEARLESSLY  
BUILDING ON DIFFERENCES





**Rather than avoiding problems, members of High-performance Teams know they are inevitable and use breakdowns to create breakthroughs, rallying points for teamwork and innovation.**

**Conflicts and mistakes are food for exploring and learning, team building and improving performance.**

**If team members cannot solve a problem or resolve an internal conflict themselves, they recognise that outside facilitation can help.**

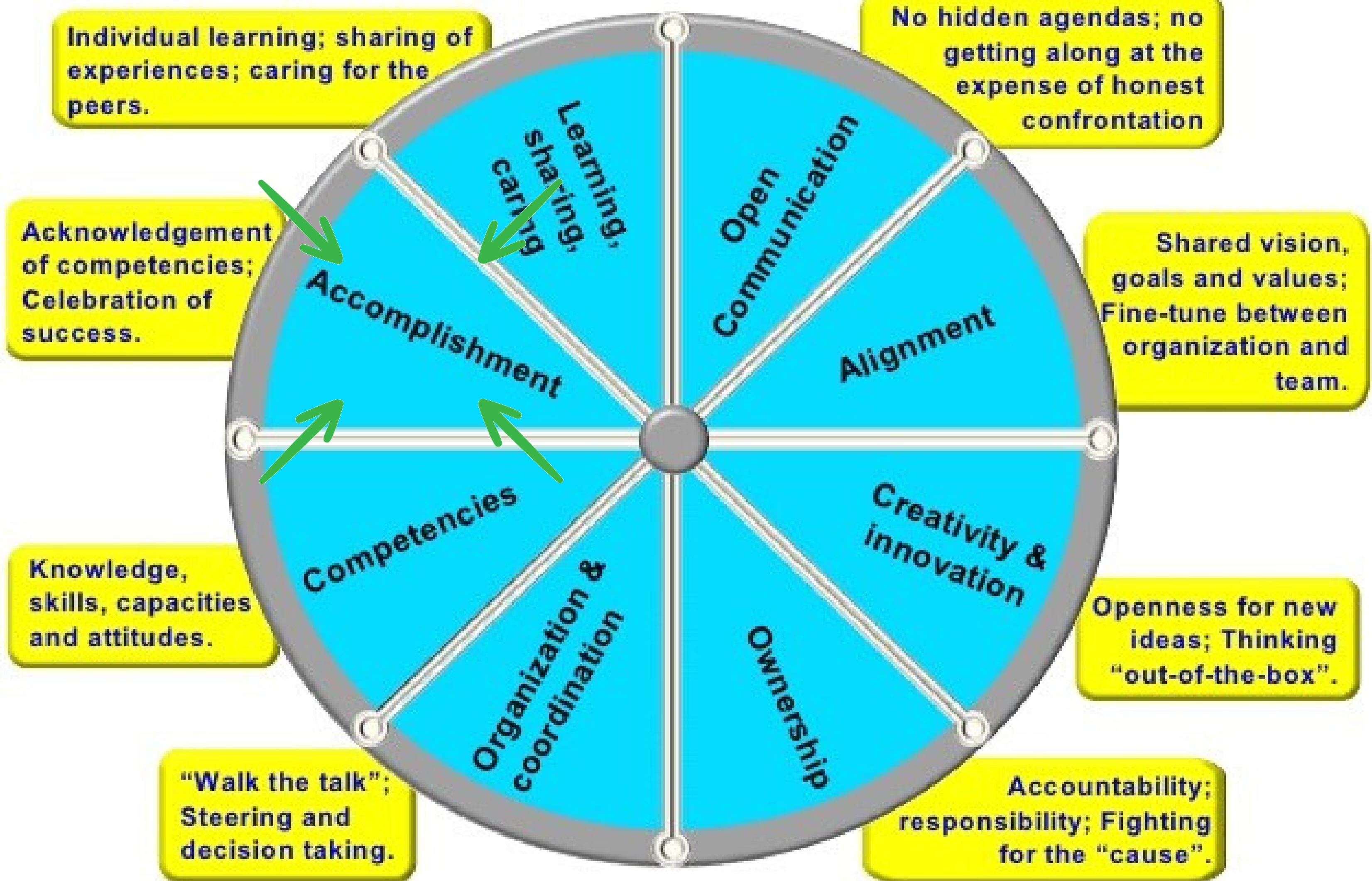
**They use facilitators or mediators to assist and coach them through an effective process.**





**7. CELEBRATING  
ACCOMPLISHMENT- YET  
EVER FLEXIBLE AN ADAPTABLE,  
EMBRACING CHANGE**



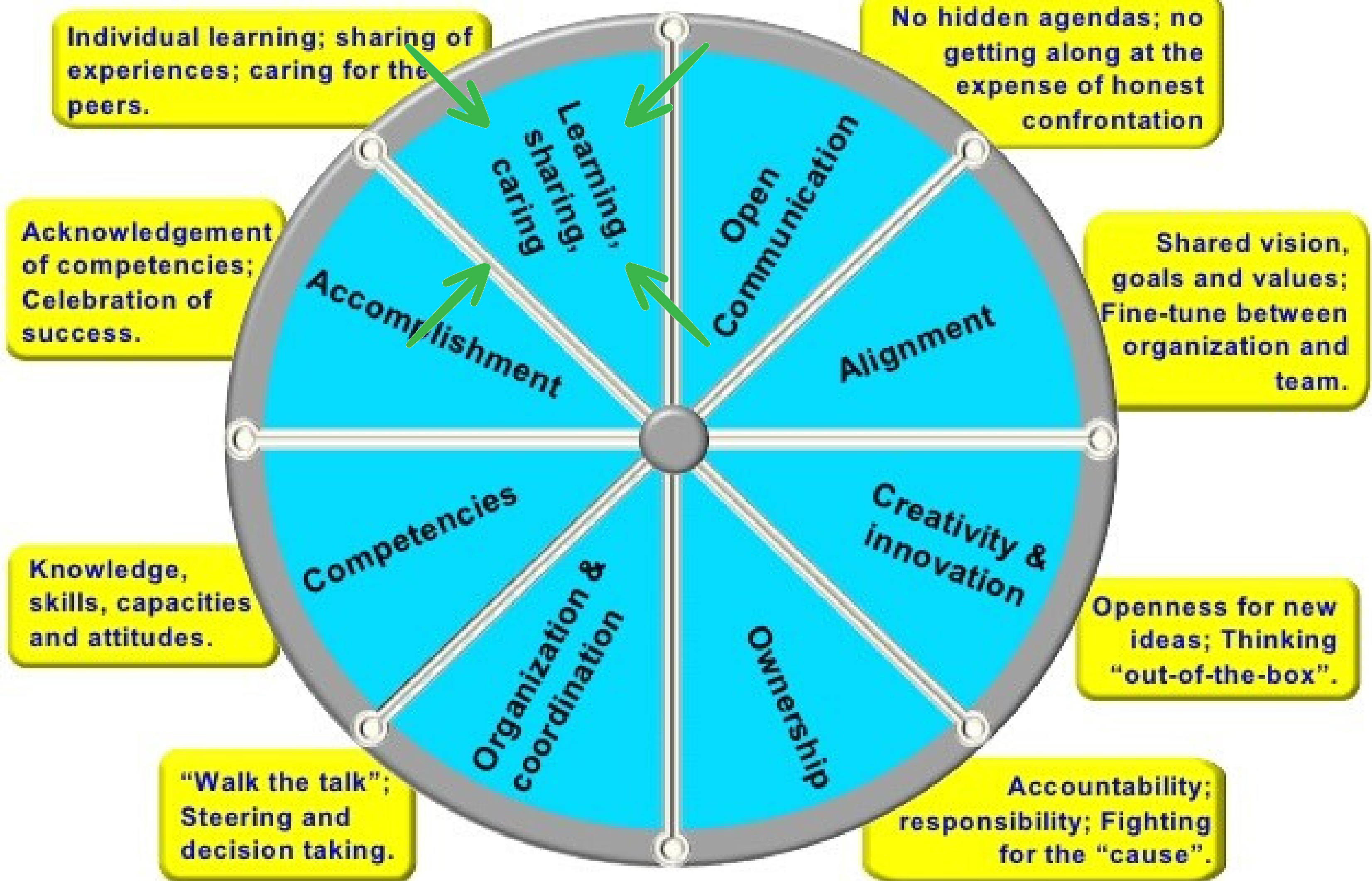






**People see changes as opportunities, they share responsibility, and they look for continuous improvement.**







**Team members recognise they all have areas needing improvement and they help each other learn and improve.**

**Since high-performance is linked so closely with skills and knowledge, building capacity of the team is a formal and continual objective.**

**The ideal principle is everyone is a learner, and everyone is a coach.**



Remember, teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability.

