Building a High Performing Team

Characteristics of High Performing Teams:

- ✦ Shared Purpose & Goals
- ✦ Magnetic Culture & Brand
- ✦ Effective Leadership & Accountability
- ✦ Clear Roles & Responsibilities
- ✦ Good Relationships & Communication
- ✦ Effective Processes, Tools & Resources
- ✦ Proactive Growth & Adaptability

Consider the following:

1. **Purpose & Goals:** What do we want, where are we going? Are we on the same page?

2. **Culture & Brand:** What is our team tone, attitude and culture? Is it what we want to project? How does our Culture reflect our Brand? How do we live out both Culture & Brand?

3. **Culture Rules we Live by:** What are the un-written expectations, values and standards that should be understood by all as automatic?

4. **Leadership & Authority:** Who gets to make what decisions? What is the ideal chain of command?

5. **Behavior Accountability:** How can we maximize productive accountability for everyone?

6. **Results Accountability:** How will we keep track of results? How will we evaluate performance?

7. **Rewards Accountability:** How is our reward structure? How can we optimize rewards to reinforce our core values, goals and preferred behaviors?

8. **Team Roles & Responsibilities:** Who is doing what on the team? How can we optimize our roles?

9. **Relationships:** How strong is our bond and trust? How can we build relationships?

10. **Communication:** How is our communication? How can we improve?

11. **Strategy/Tactics/Processes:** How does our strategy lead to our goals? How do our processes & tactics serve the strategy & the goals?

12. **Tools & Resources:** Do we have what & who we need to be successful? If not, what's needed?

13. **Growth - Development:** How can we support development for individuals & the team?

14. **Growth - Adaptability:** When & how do review, reflect and adapt as individuals and as a team?

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The Place of WIIFM on a Team
People want different things from a team. Below is an exercise to reveal and prioritize core motivators and reason why individuals want to be a part of a team.

WIIFM (what's in it for me) Personal Teaming Motivators:
What is the value of a team? What do I want from the team?

Rank common reasons & motivations for being on a team:
(1 = *least* important; 10 = *most* important)

_____ Maximizing money

_____Professional support/help from a peer

_____Life-Balance/more time for outside pursuits

_____Additional expertise/experience/knowledge

_____Administrative support/help from staff

_____Complimentary gifts/talents

_____Business growth

_____Acquiring more/new clients

_____Economies of scale

_____Efficiency

_____Camaraderie

_____Opportunity for more delegation to junior professionals

_____Opportunity for more delegation to additional staff/admin

_____Specializing/creating a niche practice

_____Diversifying/adding other niches

_____Transition to retirement/providing for myself and my clients

_____Acquiring an established name/brand

_____Entering a new geographic market

_____Entering a new demographic market

_____Having bigger presence/brand

_____Additional tools, products, services

_____Other_____

Identify and rank order the top 3 - 5 most powerful motivators for you. List them below:

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The Place of Personal & Professional Values on a Team
People find purpose, meaning and satisfaction from various values and preferences. High performing teams work to respect the values & preferences of team members and resolve any conflicts that may arise.

Personal & Professional Purpose, Meaning & Preferences:
What are my professional values? What gives me purpose? What do I need to thrive personally & professionally?

Below are a list of values that provide meaning, significance and satisfaction.   They include beliefs, principles and preferences. Remember values are not only principles, they're also needs and drives that are important for your professional "quality of life". Rank the importance of each value in the below list.

Rate Your Values:
1. Place a number next to each word representing it's value to you: 1 - 10 (1 = least important ; 10 = most important). Feel free to use the same number more than once.
2. Select the top 3 - 5 values and rank order them.

Accomplishment	Honesty	Relationships
Authority	Independence	Respect
Adventure	Innovation	Results
Challenge	Integrity	Security
Collaboration	Leadership	Self-reliance
Creativity	Loyalty	Serenity
Discipline	Pleasure/Fun	Service
Efficiency	Power	Stability
Excellence	Practicality	Status
Freedom	Productivity	Trust
Growth	Recognition	Wealth

Next Steps: Align Motivators & Values

Explore and discuss the motivators, values, desires and preferences that are most important for the individuals.

Strategize how to meet the top motivators and values of the key team members. What will be the shared goals that all are eager to embrace and work toward?

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