

# High Performance Collaboration - How Great Teams Thrive

## Introduction:

Many employees on teams from around the world, say they work with great people who have unmatched skills and abilities but that good people working together, doesn't necessarily make a great team. Great teams begin with great people who consistently effectively together – in other words they practice high performance collaboration.

Teams that practice high performance collaboration create added value for the business, for the team and for individual team members. When a team practices High Performance Collaboration the leader aligns the team around a clear sense of purpose and a shared strategic intent that creates the focus a team needs to reach levels of high performance. Based on that focus, individual team members agree to mutual commitments and accountability for collaborative relationships, key team processes and ways of working. These provide the foundation for them to work together to continually improve team dynamics and learn from their challenges and setbacks.

## Course description

This training utilizes a framework that will equip managers and leadership teams to be able to achieve high level of team effectiveness, work collaboratively and achieve great results. It will avert the common team problems that come from lack of focus/ poor team performance/ poor results/ poor relationships/ ineffective meetings/ disengagement etc that cause teams to become dysfunctional

This framework will also enable teams to sustain high levels of performance and to embed a mindset of continuous improvements /team development (non-complacency) to step up their game quarter on quarter or year on year

THE SIX ESSENTIAL PRACTICES of High Performance Collaboration are:

- Clarify Context
- Crystallize Intent
- Inspire Purpose
- Cultivate Collaboration
- Activate Ways of Working, and
- Sustain and Renew

When these Six Practices are part of how teams work, teams thrive and transform from good to great.

We are pleased to invite you to hands-on and practical sessions where you will work through the Practices and use the tools provided to take you and your team to even higher levels of 'great' performance.

Inspire people	Articulate compelling reason your team must work together to create value and why it matters.
Crystallise intent	Focus your entire team on the few strategies or initiatives which deliver greatest value to the business
Cultivate collaboration	Establish personal commitments to one another and set clear expectations for how you will work together
Active ways of working together	Define agreed upon ways of working and shared processes to guide how we convene, make decisions and resolve conflict as a team.

Sustain and renew	Develop and nurture a climate of continuous learning, trust, openness and engagement to increase and extend your team's impact
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*The leaders who work most effectively never say “I”. They don’t think “I” they think “team” They understand their job to be to make the team functional. They accept responsibility and don’t sidestep it, but “we” gets the credit. This is what creates trust, what enables you to get the task done- **Peter F. Drucker***

*Employees who find meaning in their work are more satisfied, more engaged and in turn, more productive. They work smarter, more passionately and creatively. They learn and adapt. They are more connected to customer needs . And, they stick around. **The why of work: How great leaders build abundant organisations that win- David Ulrich and Wendy Ulrich***

*What you will learn:*

#### Our Assertion

Widely-accepted models of team building and effectiveness fail to adequately account for a critical reality of most corporate cultures and their employees.

#### When you apply this assertion...

- Stages or phases have limited application
- What a “real team” is doesn’t matter
- Vision and mission statements miss the point
- Shared goals don’t drive productive collaboration
- Psychometric instruments often sub-optimized
- Trust building needs to be rethought

#### We will share...

Background and research leading to our insights

An approach to team and group effectiveness that challenges widely accepted models of team building while building upon them

Who should attend?

These training is a must attend for the following categories :

Functional Teams (HR, Finance, supply chain, Sales, Marketing ,IT ,Dev teams, operations team leaders •,Leadership Teams ,Top & Middle Tier Talent as per succession planning (Champions), Business owners

#### COURSE OUTCOME :

At the end of this session the participants will be knowledgeable on building high performance collaboration teams to meet the needs of the business.

*The Facilitator: : Harry Chamwada (BSc, MCIPD)*

Harry Chamwada has attained the prestigious and hard earned Chartered Member status with the Chartered Institute of Personnel and Development (CIPD) which is a professional association for Human Resource management professionals in London, UK.

Harry's experience spans over 20 years across various local and multinational organizations including JohnsonDiversey, Mars Incorporated, Wrigley, Boeing, Nzoia Sugar, Mombasa University College, among others. For the past 12 years, Harry has been based in Dubai and is currently an Organization Effectiveness Consultant supporting across India, Middle East, Turkey and Africa.

High Performance Collaboration is the latest feather in Harry's cap. He played a pioneering role in development of this ground breaking framework. He has successfully certified more than 200 practitioners and facilitated more than 50 Leadership Team sessions. The results were outstanding in terms of team achievement of performance goals, employee engagement / well being and continuous improvement / innovativeness.

Harry also has distinguished qualifications and experience in Leadership & Employee development, Organization Design, Organization Culture and Change Management

Venue: Four Point by Sheraton (Arwings Khodhek Road)

Dates: 17-18<sup>th</sup> June 2019

Investment: Kshs 44,700 plus VAT

Organisations sending 4 participants get the 5<sup>th</sup> Participant free

Early Bird offer: Book and pay before 7<sup>th</sup> June and pay **38,000 Plus Vat**