



Welcome to this session: Building High Performance Teams

The session will start shortly...

Questions? Drop them in the chat.
We'll have dedicated moderators
answering questions.





What is Safeguarding?

Safeguarding refers to actions and measures aimed at protecting the human rights of adults, particularly vulnerable individuals, from abuse, neglect, and harm.



To report a safeguarding concern reach out to us via email:
safeguarding@hyperiondev.com

Live Lecture Housekeeping:

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
- No question is daft or silly - ask them!
- For all non-academic questions, please submit a query: www.hyperiondev.com/support
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- We value our students' feedback on improving our lectures. Please take a moment to share your thoughts: [Link](#)
- GitHub link for the slideshow/slide deck – feel free to check it out: [Link](#)
- Here's the HyperionDev Live Session Schedule – it shows all the upcoming sessions you can sign up for: [Link](#)



Open-Ended Questions

Open-Ended Question 1

Ever notice how some teams just click while others struggle to find their rhythm?

- ❖ What do you think are the key steps to transforming a group of people into a cohesive, high-performing team?



Open-Ended Question 2

Imagine being the leader of a team tasked with an ambitious goal.

- ❖ What's your first move? How would you build trust, inspire your team, and ensure everyone moves in the same direction?



Open-Ended Question 3

Think about a time when you were given the freedom to make decisions on your own.

- ❖ How did that impact your performance, and what did you learn about yourself?

Open-Ended Question 4

Conflict happens in every team.

- ❖ What's one example of a disagreement that was resolved in a way that strengthened the team, and what do you think made the resolution successful?

Learning Outcomes

- ❖ Examine the **stages of team development**, gaining insights into the factors that shape effective team formation.
- ❖ Explore **leadership skills tailored to guide and influence teams**, including transformational leadership, decision-making strategies, and building trust.
- ❖ Empower team members through **delegation, fostering autonomy**, and elevating individual and team **performance**.
- ❖ Develop effective communication skills designed for high-performance teams, including active listening, fostering open dialogue, and **adept conflict resolution**.



..... Building High-Performance Teams

- Creating and sustaining high-performance teams is a multifaceted effort that demands understanding various elements, from the **complexity of team formation to the complex role of leadership, empowerment, and effective communication.**
- We will uncover the strategies, insights, and reflective practices you can employ to nurture **environments where teams thrive and consistently exceed expectations** in the collective search for achievement and growth.



Team Formation And Dynamics

- Building an effective and cohesive team begins with strategic team formation and understanding the **intricacies that shape collaborative efforts.**
- While "**team**" and "**group**" are often used interchangeably, they include distinct concepts that shape organisational dynamics differently. **Understanding the nuances between teams and groups is essential** for leaders seeking to optimise collaboration within their respective realms.

Team Formation And Dynamics

Groups

- Groups typically represent collections of individuals who are in the same vicinity and **do not possess a collective commitment** to achieving a common goal.
- Members often work independently on individual tasks. In a group, the **focus is on individual contributions** rather than a collaborative effort towards a unified objective.
- Social interactions may influence group dynamics, but the emphasis is on **individual accountability rather than team synergy**.

Team Formation And Dynamics

Teams

- Teams are **committed to a common goal or task**. Team members work interdependently, pooling their skills and efforts to achieve a collective outcome greater than individuals could accomplish independently.
- A team's key features are effective communication, mutual accountability, and a **sense of shared responsibility**.
- Teams often **go through stages of development**, as described by Bruce Tuckman's model, which helps them evolve into high-performance units.



Team Formation And Dynamics

Groups vs Teams

- Teams and groups involve individuals working together; teams exhibit **higher cohesion and shared responsibility**. Teams benefit from a **collective identity**, where success and failure are shared experiences, fostering a sense of unity and collaboration.
- Groups, on the other hand, may lack the same level of interconnectedness, with **members working more autonomously**.

Personal Activity - Time To Reflect

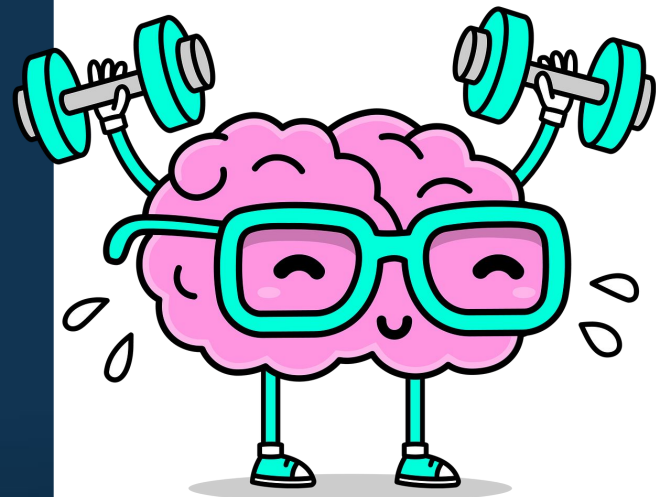


Image by [Riad Tchakou](#) from [Pixabay](#)

As a leader, how can you leverage the differences between teams and groups to tailor your approach to fostering collaboration and achieving shared goals within your organisational context?

<https://www.youtube.com/watch?v=Eg-4kZ5IVGY>

TEAM DEVELOPMENT TUCKMAN MODEL



HyperionDev

Leadership & Management/**Building High Performance Teams**

Tuckman's Five Stages Of Team Development



Personal Activity - Time To Reflect

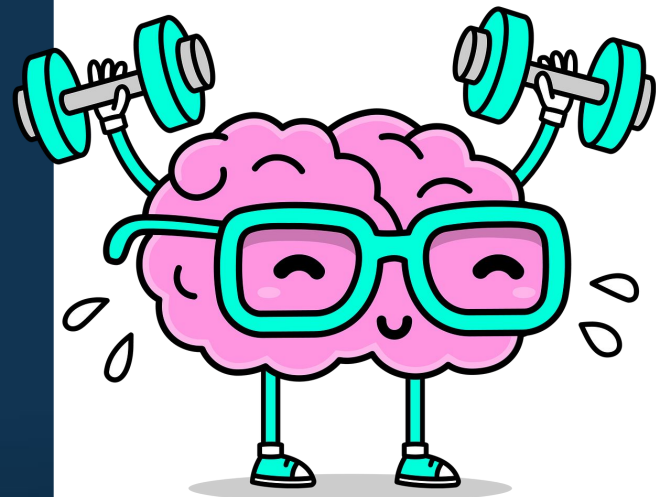


Image by [Riad Tchakou](#) from [Pixabay](#)

In considering Tuckman's stages of team development, how can you as a leader proactively navigate each stage to cultivate a high-performance team, fostering cohesion, resolving conflicts, and ultimately achieving sustained success?



Leadership In Teams

- Effective leadership is a foundational part of high-performance teams, essential in guiding individuals towards a shared vision while **fostering a cohesive and productive working environment**.
- A successful team leader is **someone who can inspire, motivate, and guide team members towards common objectives**. This involves understanding the team's strengths, weaknesses, and unique qualities each member brings.
- Team **leadership extends beyond traditional hierarchical roles**, emphasising collaboration and shared accountability.



Leadership In Teams

Vision and Direction

- A team leader is **a visionary who articulates** clear goals and objectives.
- Communicating a compelling vision inspires team members and **provides a roadmap for collective success.**
- Effective **leaders align the team's efforts with organisational objectives**, creating a sense of purpose and direction.

Leadership In Teams

Communication and Collaboration

- Open and transparent communication is a hallmark of effective team leadership.
- Leaders facilitate a **culture where ideas are exchanged freely, feedback is welcomed, and collaboration is encouraged.**
- By fostering a climate of trust and respect, leaders empower team members to **contribute their best to the collective effort.**



Leadership In Teams

Empowerment and Support

- Successful leaders empower team members by **recognising and leveraging their strengths**.
- They create an environment where individuals feel supported, enabling them to take calculated risks and innovate.
- Leaders provide **guidance and support when challenges arise** and ensure the team's resilience in facing obstacles.

Leadership In Teams

Conflict Resolution

- Conflict is inevitable in any team.
- A skilled team leader **addresses conflicts promptly and constructively**, turning challenges into opportunities for growth.
- Leaders contribute to a healthy, vibrant team culture by **promoting open dialogue and facilitating resolution**.

Leadership In Teams

Adaptability and Continuous Improvement

- Team leadership requires adaptability to changing circumstances.
- A great leader **fosters a culture of continuous improvement**, encouraging team members to learn from experiences and embrace innovation.
- **Flexibility and a commitment to evolving strategies** are key attributes of effective team leadership.

Book Recommendations

PATRICK LENCIONI
NEW YORK TIMES BEST-SELLING AUTHOR

The FIVE DYSFUNCTIONS of a TEAM

A LEADERSHIP FABLE



20TH ANNIVERSARY EDITION

NEW FOREWORD FROM THE AUTHOR

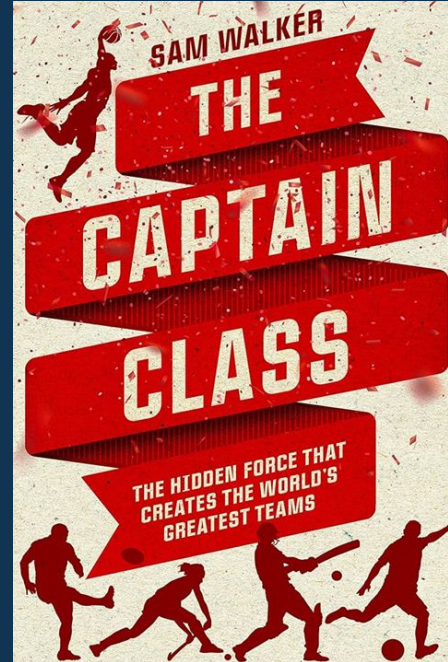
NEW YORK TIMES BESTSELLER

SIMON SINEK
Author of
START WITH WHY

LEADERS EAT LAST

Now with an
expanded chapter
on leading
Millennials

Why Some Teams
Pull Together
and Others Don't



THE INTERNATIONAL BESTSELLER

JAMES KERR

LEGACY

WHAT THE ALL BLACKS
CAN TEACH US ABOUT
THE BUSINESS OF LIFE

'Unputdownable'
Bloomberg

10TH
ANNIVERSARY
EDITION



Let's take a break



Empowering and Delegating

- Empowering and delegating are foundational aspects of effective leadership, **enabling teams to maximise their potential** and contribute meaningfully to organisational objectives.
- In leadership, understanding **the art of empowerment and delegation** is paramount for fostering a culture of trust, innovation, and sustained growth.
- Empowering a team involves granting autonomy, fostering a sense of ownership, and **providing individuals with the tools and confidence** to take initiative.



Empowering and Delegating

- A skilled leader **recognises the unique strengths and talents** within the team, encouraging members to contribute ideas and make decisions.
- This enhances **job satisfaction** and cultivates an environment where **creativity flourishes**.
- Empowered teams are more **resilient, adaptive, and capable of navigating challenges** with a shared sense of responsibility.



Key Elements of Empowerment

- Clear communication.
- Recognition of individual strengths.
- Continuous learning culture.

Personal Activity - Time To Reflect

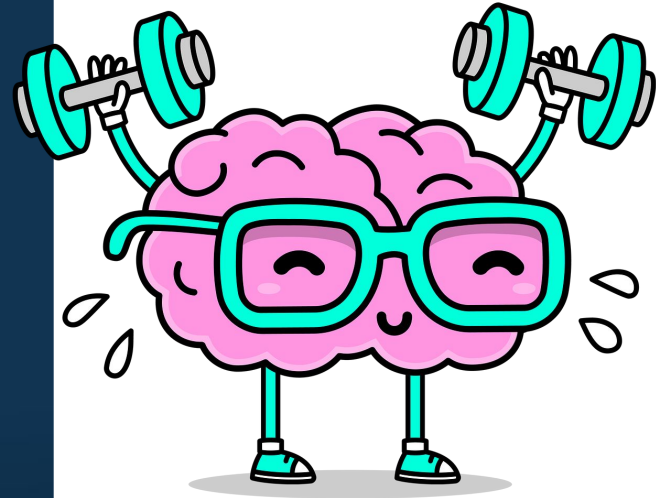


Image by [Riad Tchakou](#) from [Pixabay](#)

As a leader or aspiring leader, how have you actively fostered a culture of empowerment within your team?

Reflect on specific instances where you recognised and celebrated individual strengths, communicated goals transparently, and provided opportunities for continuous learning.



Empowering and Delegating Delegation

- Delegating is the **strategic distribution of tasks and responsibilities** among team members based on their skills and expertise.
- Effective delegation **drives team members' professional growth.**
- Delegated responsibilities should align with individual strengths, **providing opportunities for skill refinement and increased job satisfaction.**



Key Elements of Delegation

- Clarity in expectations.
- Support and guidance.
- Encouraging accountability.



Empowering and Delegating

- By imparting skills, providing valuable insights, and guiding self-reflection, **leaders cultivate environments where team members flourish**, bringing forth their optimal contributions to the shared search for achievement and growth.
- Essentially, empowerment and delegation transcend mere managerial functions; they represent **transformative leadership practices that unlock the full potential of both individuals and teams.**

Personal Activity - Time To Reflect

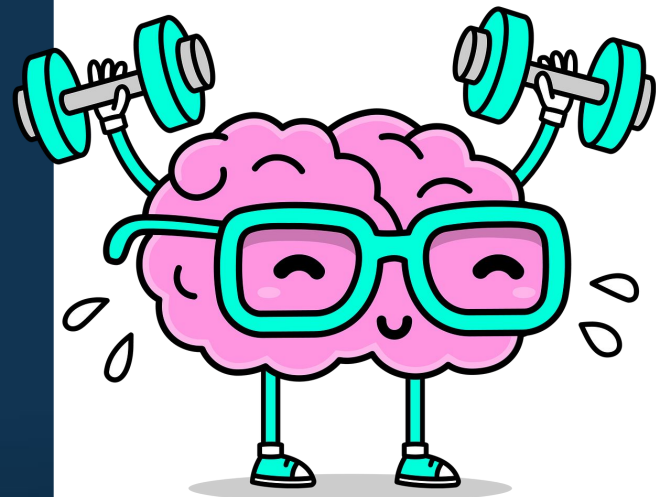


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In your role as a leader, how intentional have you been in delegating responsibilities within your team?

Reflect on instances where you provided clear expectations, offered support and guidance, and encouraged accountability in the delegation process.



Communication in High-Performance Teams

- Effective communication is the linchpin of the intricate fabric of high-performing teams **that weaves individual strengths and collective efforts.**
- **Successful collaboration** relies on open, transparent, and purposeful communication, making it a fundamental aspect of leadership within team dynamics.



Key Elements of Communication

- Open channels and transparency.
- Active listening and feedback.
- Clarity of roles and expectations.
- Timely and relevant information sharing.

Personal Activity - Time To Reflect

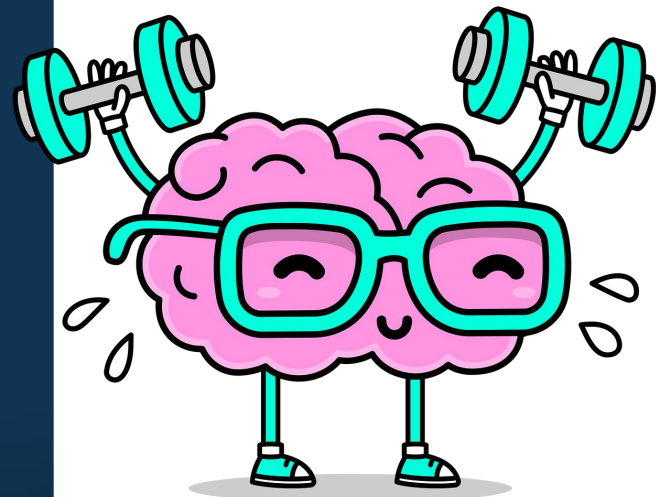


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As a leader or aspiring leader within a high-performing team, how consciously have you cultivated open and transparent communication channels, practised active listening, and provided constructive feedback?



Communication in High-Performance Teams

Technology in Communication

- In the contemporary landscape of high-performing teams, **technology acts as a catalyst with influence**, revolutionising how teams communicate, collaborate, and achieve goals.
- Leaders leverage various tools to streamline processes, break geographical barriers, and promote **real-time collaboration**, enhancing their teams' efficiency and effectiveness.



Collaborative Technology

- Virtual collaboration platforms.
- Video conferencing.
- Project management software.
- Collaborative document editing.
- Internal communication apps.



Communication in High-Performance Teams

- As technology evolves, **leaders must stay attuned to emerging tools and trends.**
- Embracing innovative solutions that align with the team's needs can further enhance communication, collaboration, and overall team performance.
- When thoughtfully integrated, transforming high-performing teams into agile, connected, and innovative entities, **technology becomes a powerful enabler.**

Communication in High-Performance Teams

Challenges

- While communication is critical for high-performing teams, challenges such as **misinterpretation, information overload**, and **siloed communication** can arise.
- Effective leaders implement strategies to address these challenges, emphasising the importance of **fostering a resilient communication culture**.



Communication in High-Performance Teams

- Leaders play a pivotal role in refining communication skills.
- Through guidance on active listening, feedback mechanisms, and fostering a culture of openness, leaders create environments where communication is not just a means of information exchange but a **catalyst for collaborative excellence**.
- Team communication is an **interplay of shared understanding, mutual respect, and collective commitment**, laying the groundwork for sustained success.

Personal Activity - Time To Reflect

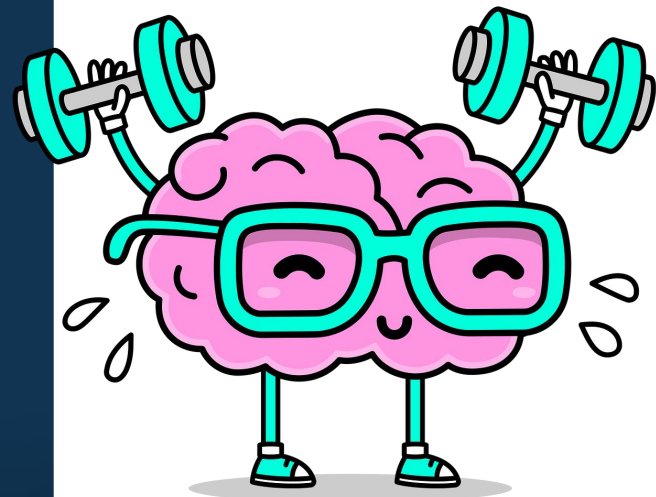


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As a leader or aspiring leader, how effectively have you leveraged technology to enhance communication and collaboration within your high-performing team?

Conclusion

- ❖ **Teams vs. Groups:** Understand how teams differ from groups and the importance of shared goals for high performance.
- ❖ **Tuckman's Stages:** Learn how teams progress through stages and how leaders guide them to build cohesion and success.
- ❖ **Leadership Essentials:** Key leadership skills—vision, communication, empowerment, and adaptability—are essential for guiding high-performance teams.
- ❖ **Empowerment & Delegation:** Effective leaders empower their teams through delegation, leveraging strengths and fostering growth.
- ❖ **Effective Communication:** Clear, open, and timely communication is vital for team alignment and collaboration.
- ❖ **Technology for Collaboration:** Use collaborative tools to break barriers and enhance real-time communication.
- ❖ **Continuous Improvement:** Reflect and adapt your leadership practices to maintain a high-performing team culture.



Q & A SECTION

**Please use this time to ask
any questions relating to the
topic, should you have any.**

**Thank you
for attending**



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