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Welcome to this session:

Building High Performance Teams - Part 1

The session will start shortly...

Any Questions?
Drop them in the questions section.

Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:

Ian Wyles
Designated Safeguarding Lead

Simone Botes

Nurhaan Snyman

Rafiq Manan

Ronald Munodawafa

Tevin Pitts

Scan to report a safeguarding concern

or email the Designated Safeguarding Lead:
Ian Wyles
safeguarding@hyperiondev.com

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HOUSEKEEPING

Leadership & Management Live Lectures – Housekeeping

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
    - **(Fundamental British Values: Mutual Respect and Tolerance)**

- No question is daft or silly - **ask them!**

- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.

Leadership & Management Live Lectures – Housekeeping

- For all **non-academic questions**, please submit a query:
  www.hyperiondev.com/support

- Report a safeguarding incident: **_www.hyperiondev.com/safeguardreporting_**

- Should you have any further questions or want to provide us with feedback, please feel free to post them **here.**

CONNECTION before content...

Favourite Movie Magic

Open Questions...

"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?"

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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 is moving in the same direction?"

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*Leadership & Management/**Building High Performance Teams - Part 1***

"Think about the best team you've ever been part of; what made it work so well? Was it how the team came together, how challenges were handled, or something else entirely?"
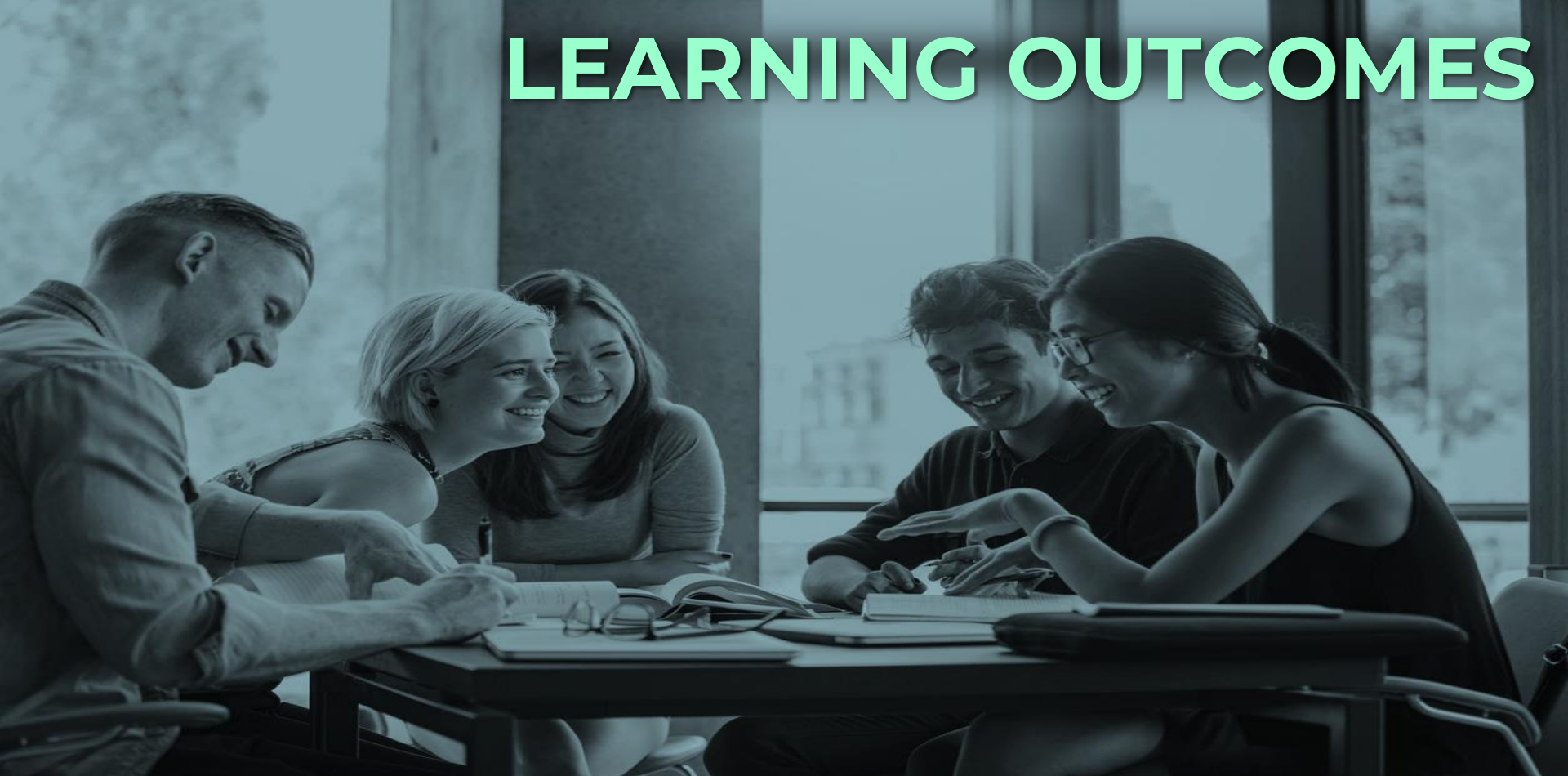
"When you hear the word 'leader,' who comes to mind? What specific qualities or skills did they have that made them memorable and effective?"

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LEARNING OUTCOMES

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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.

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Introduction

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 & Dynamics

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.

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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.

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MUTUAL RESPECT AND RULE OF LAW

Mutual respect is a cornerstone of **moving from individual contributions to a cohesive effort**.

Teams thrive when there's respect for each member's unique perspective and **a collective commitment to the 'rules' that guide their journey**, much like the rule of law in a broader society.

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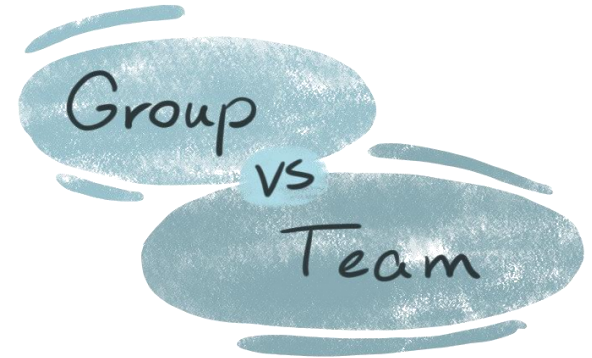
1. As a leader, how can you leverage the differences between teams and groups to tailor your approach to fostering collaboration and achieving shared goals within your organisational context?

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*Leadership & Management/***Team Formation & Dynamics**

Tuckman's Five Stages Of Team Development

Time To Reflect

1. 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?

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Midway

Leadership In Teams

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.

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LEADERSHIP IN TEAMS

Steve Jobs & Apple

Steve Jobs articulated a vision for revolutionary products that seamlessly blends design and technology.

By communicating the importance of innovation, collaboration, and staying ahead in the tech industry, Jobs inspired his team to create groundbreaking products like the iPhone, emphasising a direction that transformed the company and the entire industry.

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**.

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LEADERSHIP IN TEAMS

Satya Nadella & Microsoft

Satya fostered a culture shift towards open dialogue and teamwork. Through initiatives like *"One Microsoft,"* he encouraged transparent communication and collaboration across teams.

Virtual collaboration tools and regular team meetings became integral, empowering employees to freely exchange ideas and contribute to the company's success.

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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.

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LEADERSHIP IN TEAMS

Indra Nooyi & Pepsi

At PepsiCo, empowerment was exemplified through the *"Performance with Purpose"* initiative.

Nooyi encouraged employees to contribute to sustainability and societal impact projects aligned with their skills and passions, showcasing a leader dedicated to supporting and leveraging her team's strengths.

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**.

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LEADERSHIP IN TEAMS

Jeff Bezos & Amazon

Facing conflicting ideas and perspectives is inevitable in a company of Amazon's scale.

Bezos implemented mechanisms to address conflicts constructively, fostering an environment where open dialogue and resolution are paramount. This approach transforms conflicts into opportunities for the team to learn and improve, contributing to Amazon's continued success.

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.

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LEADERSHIP IN TEAMS

Reed Hastings & Netflix

Hastings **emphasised continuous improvement and adaptation** in the landscape of streaming services.

Netflix started as a **DVD-by-mail service and evolved into a global streaming giant**. This adaptability, learning from setbacks, and commitment to evolving strategies showcase effective team leadership in navigating the challenges of a rapidly changing industry.
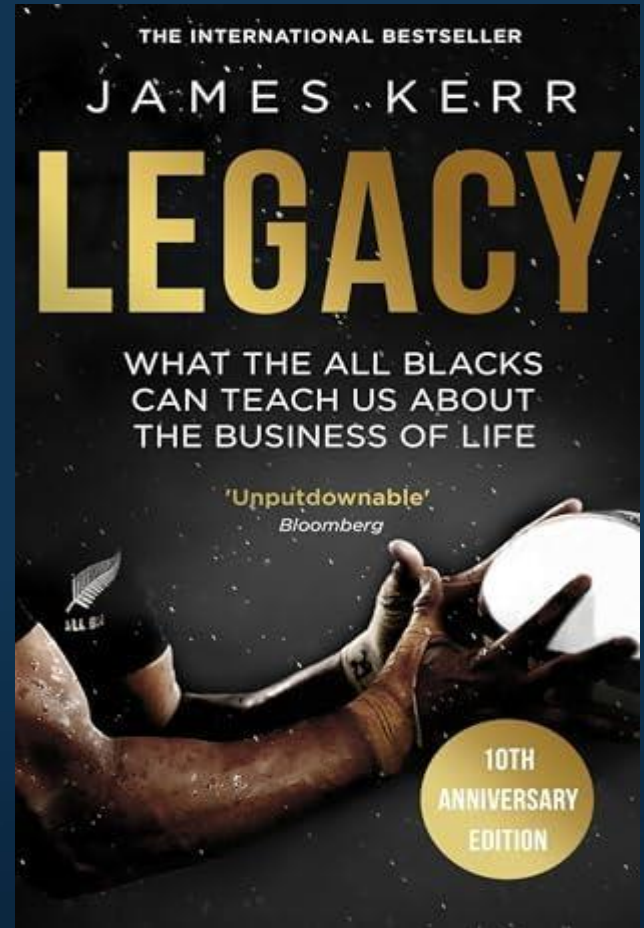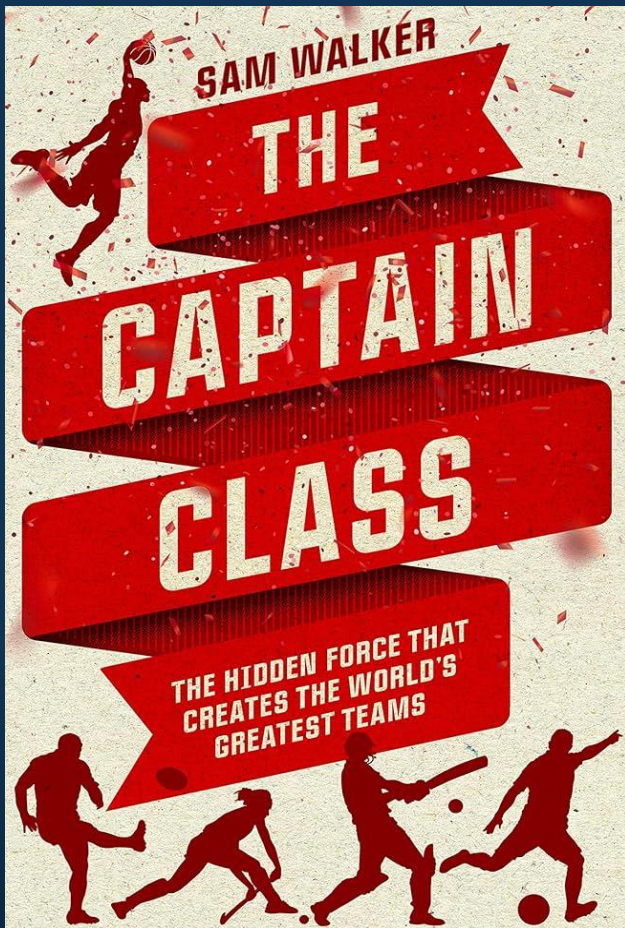
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DEMOCRACY AND INDIVIDUAL LIBERTY

Values like democracy; ensuring everyone has a voice, and individual liberty, allowing team members to innovate and contribute authentically, are essential.
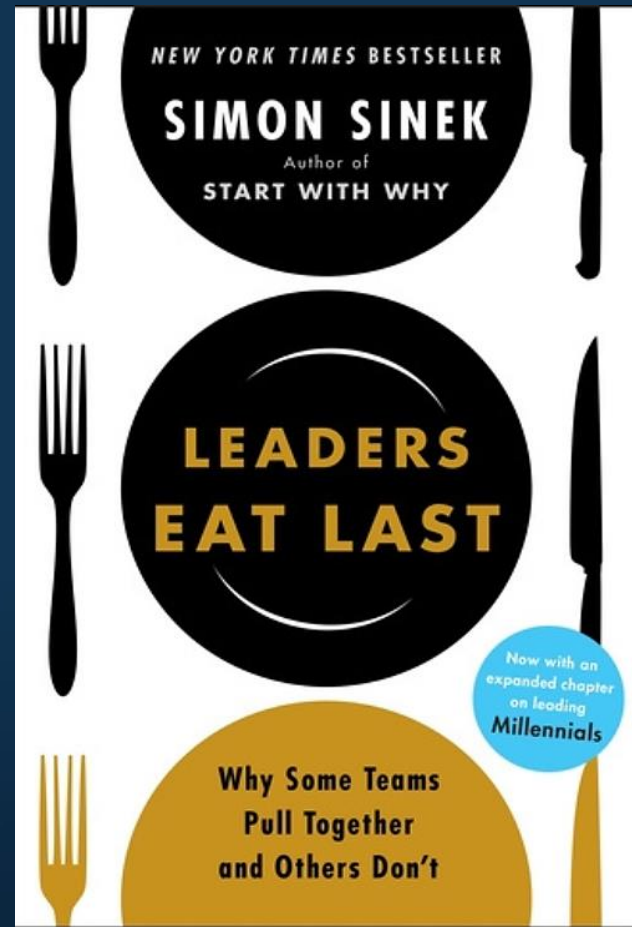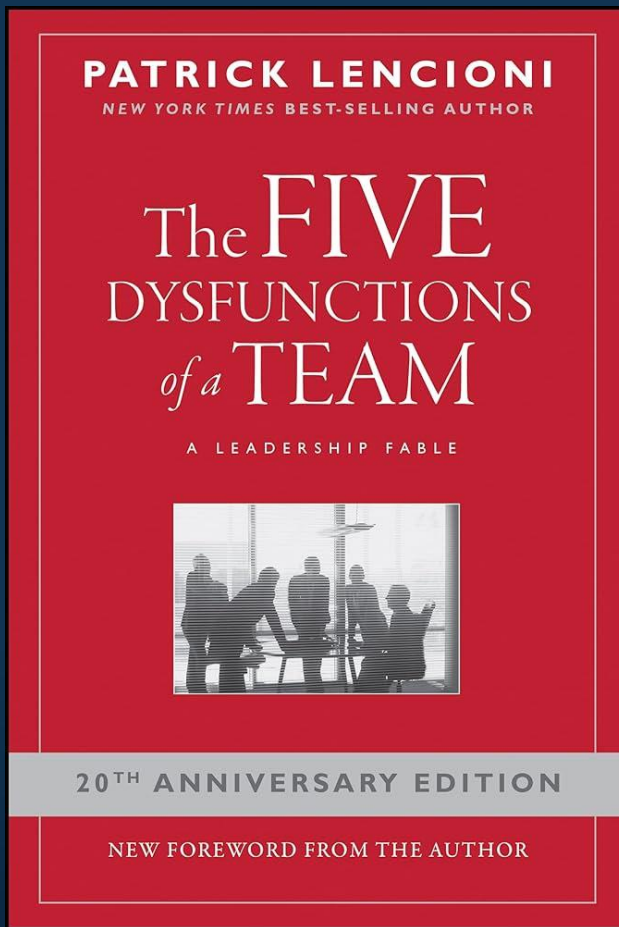
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LECTURE CONCLUSION & RECAP

Thank you
for attending

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