



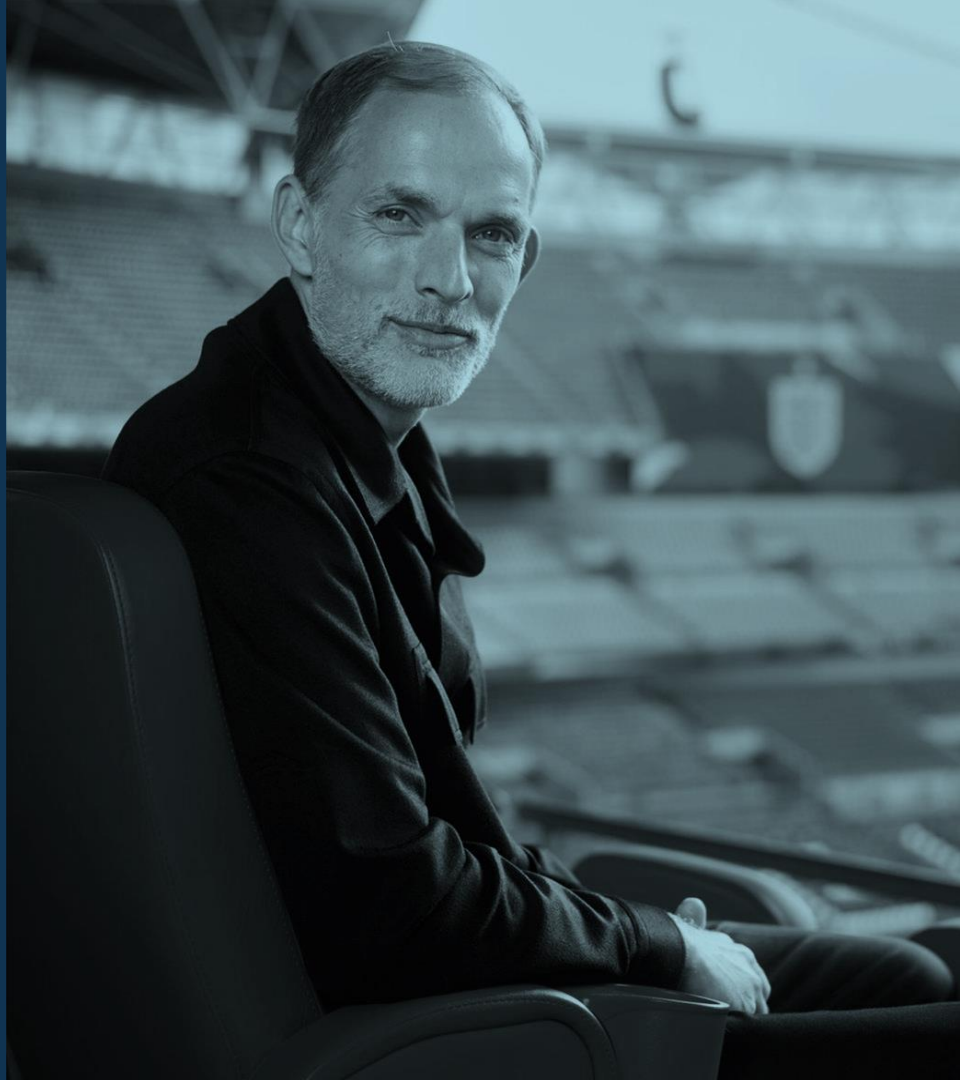
Welcome to this session:

Open Session:

Developing a High-Performance Team

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



Democracy

Every person's opinions matter.

Respect

We look after each other.

Tolerance

We accept each other's differences.

British Values

Rule of Law

We keep to the rules.

Liberty

We are free to make choices.

A group of diverse people, including men and women of various ethnicities, are shown from the chest up, giving thumbs up. They are smiling and looking towards the camera. The image has a teal overlay.

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](#).

LEARNING OBJECTIVE



Learning Objective



To help students to understand how **team formation, dynamics, and leadership principles** can help Thomas Tuchel guide the English national football team to victory.



BACKGROUND



BACKGROUND ON THOMAS TUCHEL AND CHALLENGES

Thomas Tuchel has a history of success marked by his ability to **bring out the best in players through tactical ingenuity and psychological acuity.**

Key achievements include a Champions League victory with Chelsea and domestic dominance with Paris Saint-Germain (PSG).



BACKGROUND ON THOMAS TUCHEL AND CHALLENGES

- Tuchel's challenges as England's manager involve:
 - ✓ **Limited Training Time:** National team managers spend less time with players compared to club managers, requiring Tuchel to maximise short-term impact.
 - ✓ **Managing Expectations:** With England consistently under scrutiny due to a history of "*near-misses*" in major tournaments, Tuchel faces immense public pressure.
 - ✓ **Cultural Adaptation:** England's style, traditionally slower and less intense in pressing, must adapt to Tuchel's high-energy tactics.



INTRODUCTION

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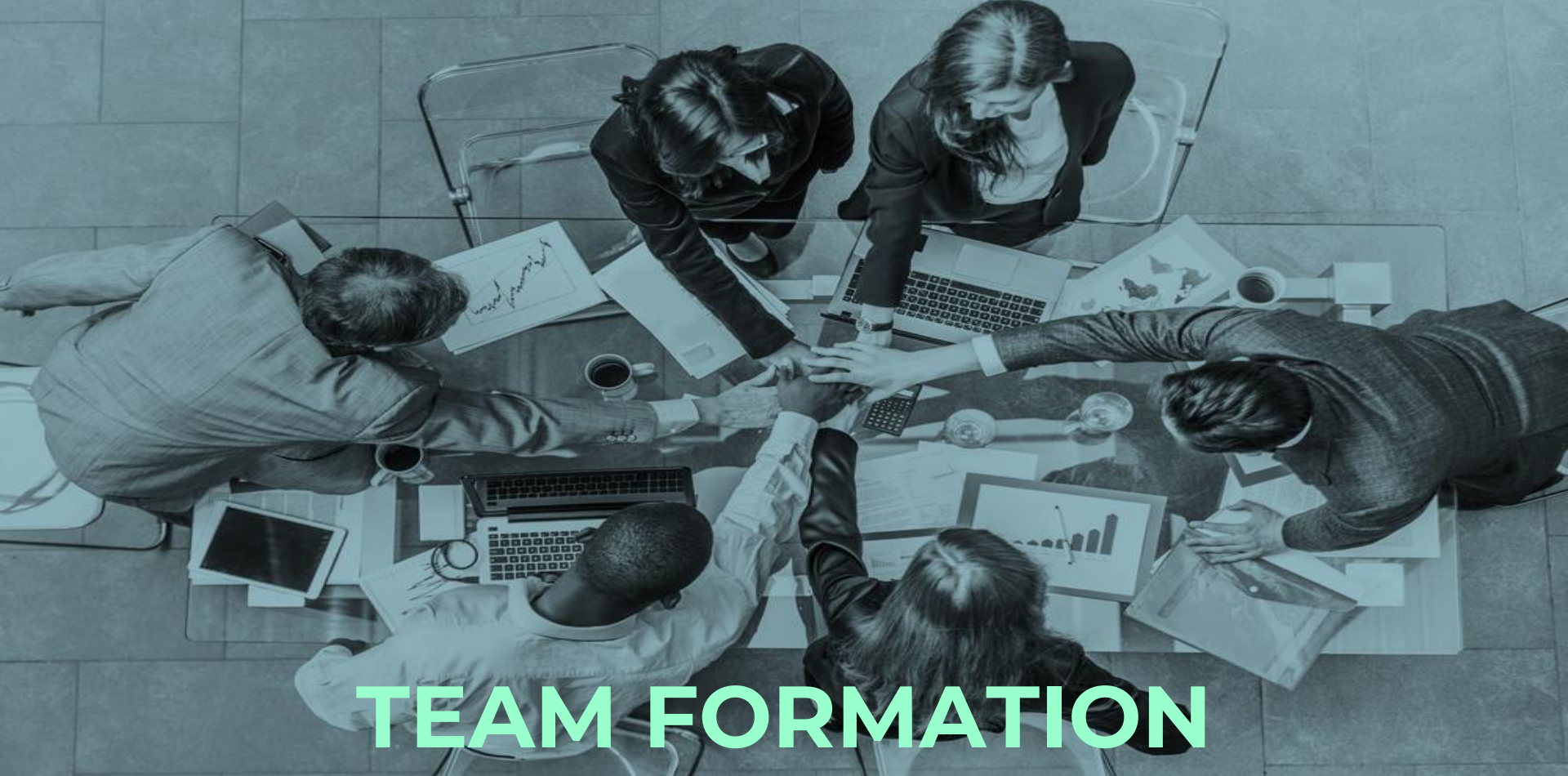
Key Points

- *What Defines High Performance?* High-performance teams **align individual strengths with collective goals**, maintaining both productivity and cohesion.
- *Why Focus on Tuchel?* He exemplifies **leadership that bridges cultural diversity, tactical complexity, and high-pressure scenarios**.
- *Foundation for Reflection:* Success isn't just trophies; **it's the journey and sustained performance improvements**.

DEMOCRACY

*"How does
fostering
democratic values
improve team
cohesion?"*





TEAM FORMATION

TEAM FORMATION

Key Points

- **Role Clarity and Integration:** Tuchel's approach focuses on players understanding their responsibilities within the team. For instance, when managing Chelsea, he frequently reshaped tactics to maximise the strengths of key players.
- **Trust and Communication:** Effective teams operate on mutual respect. Tuchel ensures that every player feels valued, even when not in the starting lineup. His one-on-one dialogues help players stay motivated.
- **Leveraging Diversity:** With a multilingual background, Tuchel connects seamlessly across cultural divides, fostering a unified team spirit.

Time To Reflect



1. What makes a team dynamic strong enough to handle setbacks?
2. Can trust and respect override talent gaps in high-stakes situations?

Communication Guidelines



TEAM FORMATION

Guidelines

Effective communication is the backbone of any thriving team. One powerful strategy is **establishing regular feedback loops**, where information flows consistently between all team members and leaders.



TEAM FORMATION

Guidelines

- **Schedule Dedicated Feedback Sessions**
 - ✓ *Example:* Weekly or biweekly one-on-one meetings where both the manager and team member share insights.
 - ✓ *Benefit:* It creates a safe space to address issues, celebrate successes, and align goals.



TEAM FORMATION

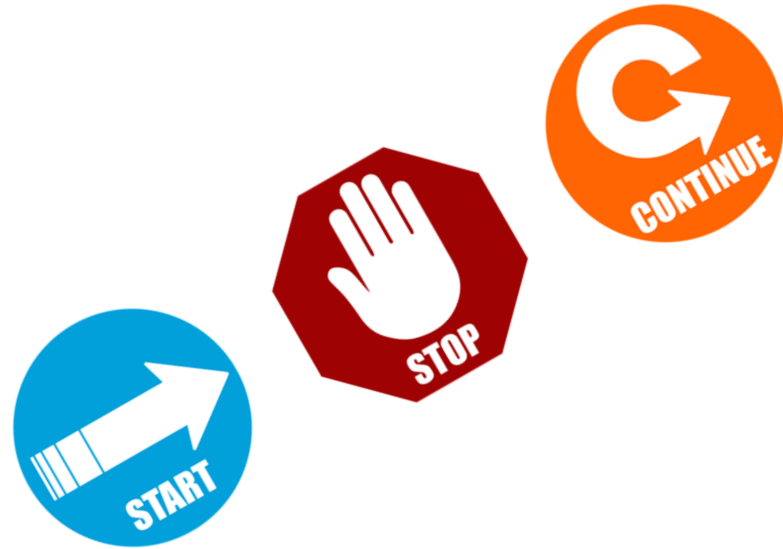
Guidelines

- **Adopt a Two-Way Feedback Model**
 - ✓ Feedback should flow both upward and downward. Leaders need feedback on their management style as much as employees need feedback on their work.
 - ✓ *Tool:* Use software like Slack or Microsoft Teams to create anonymous polls for feedback.



TEAM FORMATION

Guidelines



- Use "Start, Stop, Continue" Framework
 - ✓ *Start*: What new practices could help improve processes?
 - ✓ *Stop*: Which behaviours or systems are no longer serving the team?
 - ✓ *Continue*: What existing actions should remain in place?



Tool Guidelines

TEAM FORMATION

Guidelines

- **Daily or Weekly Team Check-Ins**

- ✓ A quick, informal round where everyone shares updates, concerns, or highlights.
- ✓ *Example:* At the start of each day, a team leader asks each member to share three things: “*What are you focusing on today, any challenges you anticipate, and one positive from your week.*”
- ✓ *Outcome:* It keeps everyone on the same page while promoting empathy and collaboration.

TEAM FORMATION

Guidelines

- **Emotional Check-Ins**

- ✓ Simple questions that gauge how people are feeling.
- ✓ *Example:* Starting a meeting with, “*On a scale of 1-10, how’s everyone feeling today?*”
- ✓ *Benefit:* It normalises vulnerability and signals that emotional well-being is valued.
- ✓ *Tool:* Apps like TeamMood or even emoji-based Slack reactions can simplify this.

TEAM FORMATION

Guidelines

- **Personalised Touchpoints**
- Managers can regularly ask open-ended questions like:
 - *"What's one thing I can do to support you better?"*
 - *"How are you feeling about your workload this week?"*



LEADERSHIP IN TEAMS



LEADERSHIP IN TEAMS


Key Points

- **Situational Leadership:** Tuchel adapts his **approach based on player needs and match contexts**. For example, in high-pressure games, he prioritises concise, emotionally charged messages to rally the team.
- **Empathy in Decision-Making:** He ensures emotional well-being is not sidelined by professional demands. Instances of supporting players through personal challenges highlight his **human-centred approach**.
- **Creative Problem-Solving:** Tuchel's drills aren't just physical; they **simulate match-day scenarios** to cultivate decision-making under stress.

Time To Reflect



1. What leadership qualities set the tone for high-performance teams?
2. How can leaders foster creativity while maintaining structure?



LESSONS FROM TUCHEL'S CHALLENGES

LESSONS FROM TUCHEL'S CHALLENGES

Key Points

- **Managing Pressure:** Tuchel understands that a manager's demeanour affects team morale. Staying calm under pressure is as important as tactical decisions.
- **Implementing Philosophy Quickly:** Tuchel's “*clean slate*” strategy helps players focus on the present rather than past failures.
- **Maximising Limited Time:** By focusing on specific drills that translate directly to match-day scenarios, Tuchel minimises the gap between practice and performance.



1. What strategies can leaders employ to thrive under external pressures?
2. How does short-term success build long-term credibility?

RULE OF LAW

“What parallels exist between adhering to societal laws and fostering team discipline?”



CONCLUSION



THE END

CONCLUSION

Key Points

- Tuchel's methods underline the universality of leadership principles: **adaptability, empathy, and communication are essential in any context.**
- High-performance teams are built on a foundation of trust, shared goals, and the ability to adapt to change.



Thank you for attending



CoGrammar



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for Education