Sense of direction and purpose

Safe space – everyone having a voice and feeling confident to use it

Friendship & trust between colleagues

Looking after the team's wellbeing to ensure effective working – not burn out

Everyone takes responsibility for their work and thinks for themselves - linked to the leader not micro managing - good delegation

Ability of the org to make decisions in timely manner that help HPT move along

good processes and systems

Clear on roles and who is doing what

Support from other team members

Having the right skills & competencies in the team

Flexibility + adaptability

Ensuring everyone has a voice

POSITIVITY!

please think about the part played by the team leader In creating a HPT

Balance between setting direction and enabling others to give input

Trusting colleagues expertise

Making sure best work environment to do the job

Taking difficult decisions – in a supportive way

- Positive Culture
- Honesty and trust - able to have conversations in an open way
- Having a range of skills and temperments
- No blame culture
- Able to balance and look after themselves, and be seen to do that
- Clarity on milestones/outputs/targets and benchmarking the journey
- Duplication of many other sticky notes. Its ok not to be perfect no blame driven by the leader
- Belief in the cause
- Flexible- respect for different ways of working
- Flexible - No blame culture
- Identify steps to achieve goals
- Leading by example, self preservation
- Taking the time to praise and empower the team to continue good work
- Leading with a positive attitude and adapting to the situations, supporting the team to listen and achieve those goals
- Management of workload
- Reflective working practices
- Team work- positive attitude clear common goal
- Identifying areas for growth
- Manging other teams expectations
- Problem solving with performance - bravery required to address and resolve
- Supportive and receptive to change
- Identify strengths and notice when members of the team aren't operating at there usual rate
- Appreciation of skill sets
- Playing to peoples strengths
- Clarity of vision
- Curious to understand what is happening within a team
- Effective communications agreed from the outset and updating all
- Shared goal
- Humour
- Team praise for eachother
- Rewards matching team members needs
- Strategic oversight
- Decisive

Trust and Respect.

Good, open, honest communication. Lack of fear. Psychological safety. Importance of informal communication.

Fun. Laughter. Feeling safe

Everyone knowing their role. Being accountable

Taking the time to celebrate successes. Giving people due recognition and giving people wider than the team due recognition.

Shared vision. Shared goal. And everyone knows their role in contributing to it.

HPT makes mistakes but learns and improves from them.

Inclusive. No in-groups or out-groups in the team

Ability to show the impact of the work the team does - for reflection and evaluation purposes and to present the benefit to stakeholders.

Being able to understand people's skills and strengths on the team and making use of them.

Being a team player.

please think about the part played by the team leader In creating a HPT

Leaders (and everyone on the team) value the diversity of everyone's contribution.

Hierarchy of teams is important - leaders shouldn't be in their ivory towers.

Good delegation. Clear support. Right balance of challenge and support.

Leaders ensure the direction of the team is maintained ... keeps the discussion going.

Leaders call out team members if they aren't doing what is needed or expected by the team. Leaders need to be able to work with and support team members to find out why they're not performing

Leaders set expectations of behaviours and values

Timely resolution of any conflict

Manage accountability.

Create the structure and routine of the team e.g. meetings, check ins, reporting, agenda

Room 4

Enthusiasm

Celebrating Success - Acknowledging Failure

social camaraderie

No Factions

Fun/humour

Trust

Trust => Zero Politics. No Hidden Agendas

Cooperation - willingness to listen to other peoples views/want to hear other peoples' views.

Openness, transparency

No Egos

Team Leader Creates the space for Trust

Focus on a common goal

Clear shared goal and sense of purpose

Strong enough shared goal - doesn't create competition

Clarity over what success looks like - how success is measured and monitored

VISION

Team leader creates the framework - Structure and expectation

please think about the part played by the team leader In creating a HPT

TL has a coaching role

Creativity and freedom to experiment and learn

Clear roles and responsibilities

Accountability

Good Support - Being able to be honest about your own strengths and weaknesses

Good Decision Making

TL needs to MODEL the behaviours - Especially that we can fail and are always learning

No micro-management. Let people do their jobs.

High pressure, but without blame - shared successes and failures. Shared learnings across the organisation.

Didn't assume that a quiet part of team meant all was going well.

Shared rewards - healthy competition rather than an individual shining above others (like a football team). E.g. at care homes, have a 'careworker of the month' but voted for by colleagues.

Sticking together when things go wrong.

Effective performance management when things go wrong and someone's not performing.

Supportive, collaborative management who take tricky decisions but in a consultative way so that everyone feels part of the process.

Trustees quick to give praise and thanks via chief exec. Knowing that they're please with what's happening, and are engaged, makes a big difference. Failure is accepted, not a blame culture.

Diversity of experiences.

Positivity, and culture of having people's backs. Never blame a person, blame the issue.

Diversity reduces the impact of some conflicts.

Team members committed to values - ideally come up with them themselves.

Not so focused on their area of expertise that they're blind too other aspects.

Junior/frontline people have a genuine voice.

Second question: What is it that other team members do that contributes to the team being high performing?

Peer to peer suppor and mutual commitment is vital. Team members mentoring/coaching each other is important.
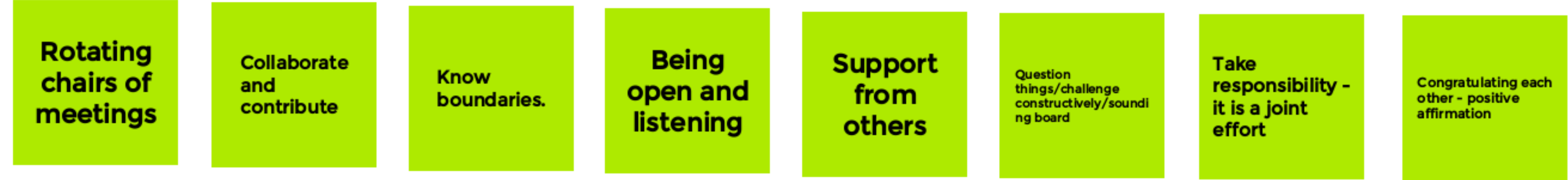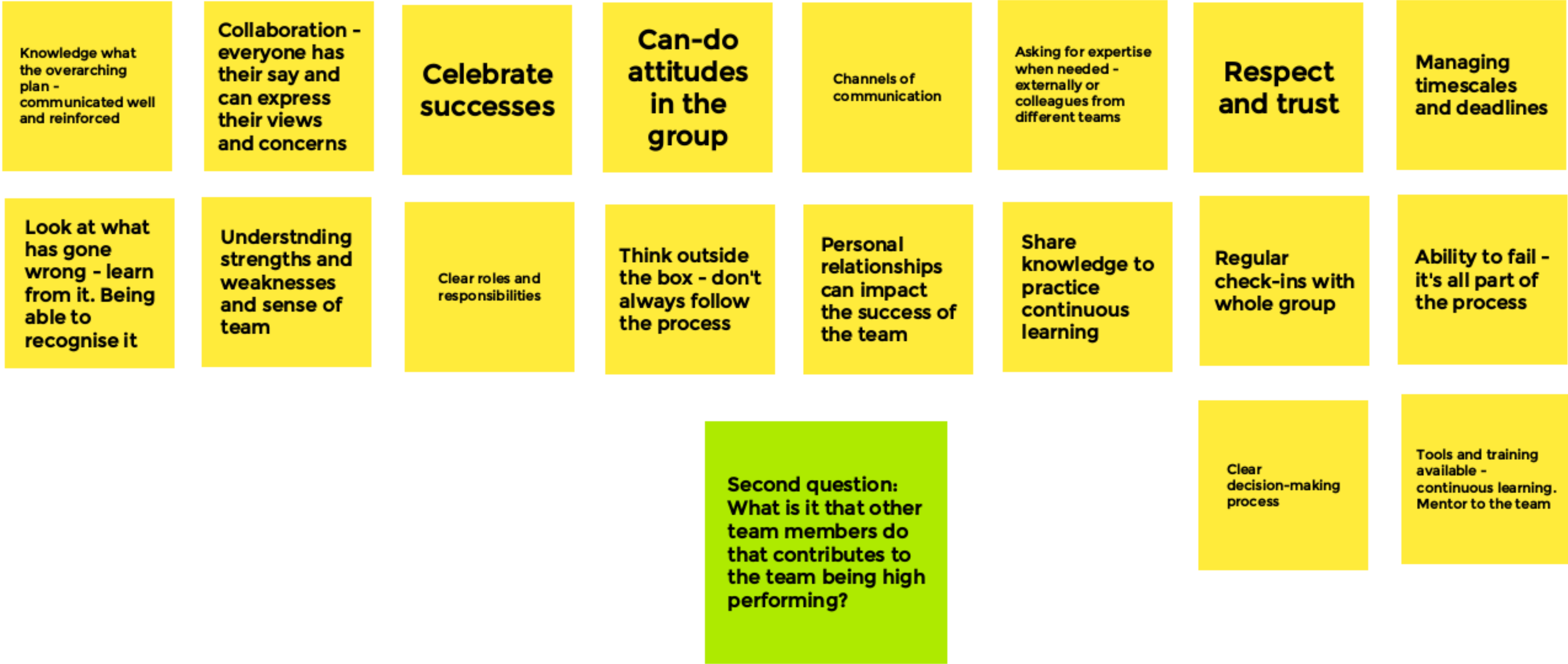
Team members need to manage their own behaviour and not be trying to be the cleverest person on the team all the time.

Not too obsessed with hierarchy.

If team members feel empowered to make suggestions knowing they will be taken seriously they're able to contribute.

Team members also being aware of performance management, behaviour on teams etc.

Able to manage egos.

Knowledge what the overarching plan - communicated well and reinforced

Collaboration - everyone has their say and can express their views and concerns

Celebrate successes

Can-do attitudes in the group

Channels of communication

Asking for expertise when needed - externally or colleagues from different teams

Respect and trust

Managing timescales and deadlines

Look at what has gone wrong - learn from it. Being able to recognise it

Understnding strengths and weaknesses and sense of team

Clear roles and responsibilities

Think outside the box - don't always follow the process

Personal relationships can impact the success of the team

Share knowledge to practice continuous learning

Regular check-ins with whole group

Ability to fail - it's all part of the process

Clear decision-making process

Tools and training available - continuous learning. Mentor to the team

Second question: What is it that other team members do that contributes to the team being high performing?

Rotating chairs of meetings

Collaborate and contribute

Know boundaries.

Being open and listening

Support from others

Question things/challenge constructively/soundi ng board

Take responsibility - it is a joint effort

Congratulating each other - positive affirmation

Enabling culture - collaborative and supporting each other. Coming up with solutions together

Professional development plans + hunger to learn

Lack of ego – focused on team goal vs individual goal

Vision not identity

Diversity of thought / perspective / experience (not homogenous)

Everyone has each other's backs / looking out for each other

Trust and relationships deeper than surface level – knowing the whole person

Best people on the best opportunities (rather than challenges)

Accountability to the team

Organisational knowledge

Drive to improve - not averse to change

The right people in the right seat in the bus, which inspires other team members. Champions on the team.

Robust recruitment processes

Each person excels at something.

Second question: What is it that other team members do that contributes to the team being high performing?

Take initiative

Challenging the team leader's blind spots

Managing upwards

Asking questions. Asking why.

Not thinking less of yourself, you're thinking of yourself less

Setting standards / Accountability / Consistency

Stick to the plan

Build each other up

Buy each other coffee

give a strategic framework to operate within

Leader understanding what personnel/skills are required to make the organisation effective

Listening skills of team leader.

Be able to inspire.

Setting clear roles and responsibilities.

Creating space and time for team members to come together.

Being able to motivate the team.

Knowing the strengths of your team and drawing on those strengths.

Communication is key from team leader to team.

Provide direction.

Energy and vision – take risks!

Being able to say no!

Continuity - team members seeing others working at a high level and following suit.

Mutual respect and empathy within the team.

Work together and support each other.

Team members should be trustworthy and reliable.

Need some fun, food and wine!

Collective understanding of strategy and objectives and their role within it.

Second question: What is it that other team members do that contributes to the team being high performing?