

Extraordinary Leadership Team Development

EXTRAORDINARY HIGH PERFORMANCE LEADERSHIP TEAMS

How do you achieve unified, dynamic, creative leadership as a team without compromising individual leadership integrity?

This programme enables you to do exactly that.

In most cases, the “storming and norming” phases take place by default, and the resultant interpersonal behavioural norms are focussed on fulfilling individual ego needs. By re-storming and re-norming the team with an intentional focus on those behaviours required for a High Performance Leadership Team, new interpersonal behavioural norms are developed specifically by and for the team in question and in line with their specific cultural values.

For a leadership team, demonstrating unified leadership without compromising individual leadership integrity can be achieved by the team members agreeing a unified vision of the organisational culture they wish to create and lead, along with the core values that underlie that culture and drive behaviours. We use the only set of organisational diagnostic tools that allow the integration of the individual, team and organisation on a common basis of values, the Cultural Transformation Tools (CTT) developed by Richard Barrett (www.barrettvaluescentre.com).

The programme comprises a two-day workshop, preceded by individual interviews and on-line profiling and followed up by individual sessions and/or a one-day workshop depending on need.

EXTRAORDINARY HIGH PERFORMANCE TEAMS

Not all senior business teams have a leadership function – project teams and other operational teams, for example.

This two-day workshop focuses on developing the Team as a High Performing Team. We “re-storm” and “re-norm” the team with an intentional focus on those values and behaviours required for a High Performance Team developed specifically by and for the team in question and in line with their specific, desired culture. These behaviours are then committed to through team-specific “Rules of Engagement” which ensure sustainability and buy-in.

This programme provides:

- The defined values and behaviours required for the team to be a unified High Performing Team
- A common language of performance, self management and leadership
- Clarity, transparency and enhanced dynamism between Team members
- Enhanced levels of trust, vulnerability, responsibility, accountability and communication
- Individual alignment plans and behavioural contracts – individual to team, team to individual
- Team Rules of Engagement and performance sustainability plans



EXTRAORDINARY TEAM PERFORMANCE PLAN

Whether your High Performing Team has a leadership function or not, sustaining the transformational change you want is the major issue in sustainable high performance. In sport, a professional sports team trains, clarifies its aims and objectives, devises a game strategy and game plan – plays – reviews performance with a coach (often with video evidence), trains, re-clarifies ...

In business, teams will come together, play, play and play again with little or no training and nothing but the most cursory and subjective performance review. No wonder that the same issues come up again and again ...

The Extraordinary Leadership team Performance Plan is for those teams who understand that they, just like any high-performing professional team, need the continued support of a leadership performance coach to keep them focused on achieving the levels of unified excellence they have set for themselves.

This programme combines the expertise of Extraordinary Leadership with the UpaGear process of regular planning and review to ensure that required behavioural advances are combined with operational goals and objectives for the team (as opposed to operational functions) to provide a truly sustainable step change in team performance.

