

Building a high performing team

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Purpose

This is a simple strategy to help individuals or groups of people think about how they operate as part of a team or manage a team.

Description

You don't have to be Alex Ferguson to have the skills to build and lead a high performing team. However, if you have a team of individuals rather than a group united in their goals and values, you may not be leveraging on the full potential of the team you have.

Process

Using the diagram in Figure 2, ask the individual or group to think about each 'spoke' for the team and/or for individuals within the team using a traffic light system: green for 'effective', amber for 'potential for improvement' and red for 'area of concern'. This will help identify barriers to creating a fully effective group and coaching can be focused on an action plan to achieve a positive outcome.

Pitfalls

None.

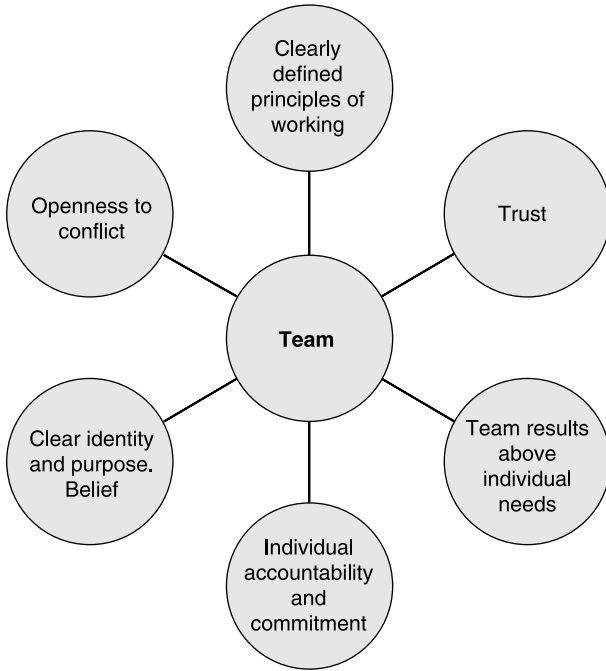


Figure 2 Dimensions of high performance

Bibliography

Adapted from Blanchard, H. K., Carew, D. and Parisi-Carew, E. (2000) *The One Minute Manager Builds High Performance Teams*, New York, NY: HarperCollins.