

# High Performing Teams

**Duration:** 2 days is recommended but can vary according to needs of team

**Investment:** POA



Does your business have to work with or through others to deliver complex solutions to demanding customers? Cross-functional/company project teams and matrix management raises a raft of challenges for even the most experienced Programme Director. Missed deadlines, blame shifting, lack of trust and poor communication are the common symptoms that can result in reduced customer satisfaction and missed profit margins.

Common though these symptoms are, they can be avoided altogether if teams go through a clearly facilitated set up process agreeing objectives, accountabilities, agreed rules of conduct and develop understanding and respect for individual differences within the team. Using a skilled external facilitator and PRISM™ behaviour profiling, potential dysfunction can be averted and the lead time to creating a high performing team is dramatically reduced.

## Audience:

Suitable for all levels including executive or board teams, Perfect for new teams or project teams at the start of a project or at a time of change.

## Outcomes:

By the end of the session the team will:

- Understand their own PRISM™ profile and that of the team
- Be prepared to overcome or adapt to blind spots or overdone strengths
- Have agreed a shared vision with goals and clear responsibilities
- Be committed to delivering to the needs of the customer and overcoming potential obstacles to do this
- Have built trust and common understanding and an agreed way of working
- Better understand differences in business process and plan to overcome these

## Approach:

This is an interactive facilitated workshop led by an experienced team coach and business leader who will adapt the content to meet the needs of the group. PRISM™ can be replaced by SDI™ or MBTI™ if required and it is possible to adapt/shorten this to become a team builder.

