



# team performance

## Team Leadership

Today's environment requires various individuals to come together as expert networks or teams to solve particular problems or to develop new products and services. Teams outperform individuals acting alone or in larger organizational groupings--especially when performance requires multiple skills, judgments and experiences.

Synergy, team work and personal empowerment are the keys to high performance work groups. Everyone wants to be part of something bigger than themselves. The definition of a team is a small number of people with complimentary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.

The manager's job is to build winning teams. Turning a collection of individuals into a high performance team requires a shift from individual to group management. **Team Leadership** is a developmental process where managers learn first how to create a team, then how to use it to solve problems and identify opportunities.

The key to developing a team environment is clear leadership and coaching. People simultaneously have a need for autonomy and a sense of belonging. It is the team leader that builds, motivates and develops an overall team culture. The leader does this by providing clear goals and objectives, shared values and plans, and continually reviewing the team's performance. Organizational leaders can foster team performance best by building a strong performance ethic rather than by establishing a team-promoting environment alone.

### Workshop Agenda

- Qualities of the best team leaders
- Four stages of Team Development: Forming, Storming, Norming, Performing
- Team Behavior
- Myths about teams
- Principles governing self directed work teams
- Differences between work groups and teams
- The team performance curve: from work group to high performance team
- Characteristics of winning teams
- Team decision making and problem solving
- Team leadership: what team leaders do and do not do

### For more information:

Contact Lewis Associates, Inc.  
at [lewisadvantage.com](http://lewisadvantage.com) or (708) 386-3377.



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