

## LEADING FOR PERFORMANCE

Today's employees don't respond to a manager who gives direction, but rather commit to a leader who asks for their help in setting direction. And today's business doesn't wait for decisions to go up and then back down the chain of command. It needs empowered leaders at all levels. Strong leaders understand that the performance, morale, and retention of their people is directly tied to the quality of their working relationships with them. They appreciate that getting involved in their people's professional development and involving their people in decision making leads to real-world results. When leaders perform, people perform. And when people perform, businesses succeed. *Leading for Performance* enables organisations to ensure their leaders can drive business performance through effective communication, employee selection, team building, coaching, conflict resolution, and more.

## IGNITE TALENT

### BUILDING HIGH-PERFORMANCE TEAMS

*Building High-Performance Teams* offers invaluable insights into the leadership characteristics required for assembling and developing teams committed to first-rate work. Participants explore just what constitutes a "team," what kinds of skills and tools can be used to enhance team effectiveness, and how work units and cross-functional teams can achieve improved quality of working together.

#### OFFERING OVERVIEW

With the rise of global business, increased adoption of virtual collaboration, and ongoing introduction of new generations into the workforce, today's workplace is more culturally, behaviourally, educationally, and philosophically diverse than ever before. To ensure that their work units remain productive and contribute to the execution of an organisation's business strategy, leaders must be able to create the kind of synergy among team members that leads to real-world business results.

#### OFFERING DETAILS

*Building High-Performance Teams* is a practical, half-day, facilitator-led leadership effectiveness program. By participating in a variety of activities, learners discover that the most effective teams in the workplace are those that take a shared-responsibility approach to the decision-making process. Team members who become

stakeholders change into "committed stakeholders."

Specifically, participants learn and explore the elements of a high-performance team:

- Participative leadership marked by a commitment to the team's respective strengths and collective responsibilities
- A shared-responsibility mindset
- A shared sense of purpose
- An open, nonjudgmental communication norm with multiple lines of communication
- A focus on the future direction of the team
- Ongoing ability to adapt to change
- A focus on and clarity around the tasks at hand
- A commitment to unleashing the talents and creativity of all team members
- A rapid response to the team's decisions and problems, as well as to customer needs

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