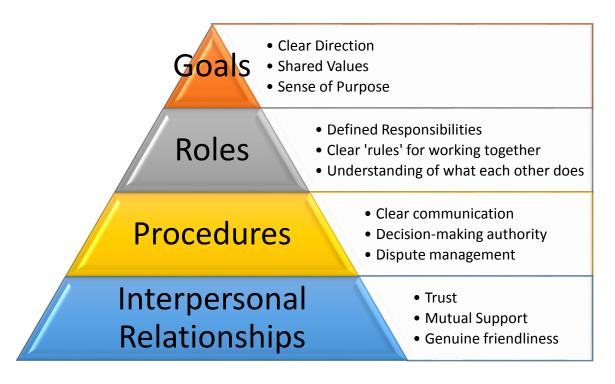


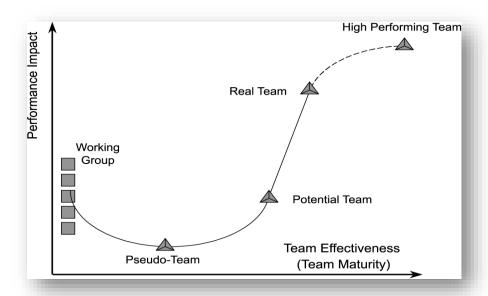


High Performing Teams

Four 'pillars' required to underpin high performance: The GRPI Model



The Team Performance Curve



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The Five Dysfunctions of Teams

Inattention •Consequently, they are less likely to care about the group results (and instead focus on achieving their own goals) to results •If they are not committed to the course of action, then **Avoidance of** they are less likely to feel accountable (or hold other accountability people accountable). •If the team have not aligned behind a decision then the individual members who did not agree **Lack of commitment** with the final decision will ultimately be less committed to that decision. •Without trust people will not have the healthy debates that are necessary to Fear of conflict arrive at better thought through decisions. • If the members of the team do not trust each other then they Absence of trust cannot be totally honest with each other.

Ten Things YOU can do to Maximise Team Performance

Set clear goals	Define roles and responsibilities	Demonstrate participative leadership
Be Decisive	Have open and clear communication	Value diversity
Trust people	Manage conflict	Encourage mutually supportive relationships
	Create a positive atmosphere	

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