

# Work **Better** Together Path to Performance.

A process to encourage and transform your people into a high performance team.

Our approach to team effectiveness is to address two complementary components. First, we define the business mandate of the team (what the team must deliver for the organization). We do so in the context of a changing external environment, your evolving business strategy, and a shifting company culture.

Once we're clear on what the organization needs the team to deliver, we'll shift our focus to the interpersonal dynamic (how team members must work together to deliver on your mandate). We focus on the interplay among members of the team and create the structures, processes, and most importantly, the behaviours that will be required for you to fulfill your mandate.

## HIGH PERFORMANCE TEAM PROCESS

**1** BUILD  
INSIGHT

CREATE  
CLARITY

**2**

**3** DEEPEN  
AWARENESS



# Build Insight

## PHASE 1

Prior to starting along the development path, each team member would complete the online Personal Profile Analysis (PPA) survey, which is a behavioural psychometric assessment that will help each person recognize their natural behavioural tendencies, strengths and underlying needs. The assessment will give us insight into the working strengths and behavioural tendencies of the team members.



**Time Commitment** | The PPA assessment is completed online in about 8-12 minutes.



# Create Clarity

## PHASE 2

Through this phase, team members:

- Create a shared view of the emerging mandate of the team
- Discuss the highest and best use of the team's time together
- Map the unique value of each role and the productive tensions required for the team to be effective
- Shift the team's meeting structure to emphasize the highest value discussions

## COMPONENTS:

- Adding Unique Value: We define the unique value the team needs to create for the organization to achieve its goals. We'll use a tool called "The U" to discuss how the growth and changes in the business will require the executive team to be focused in new areas and therefore will also create new expectations of leaders at the next level. We'll contemplate the leadership gaps that might impact that delegation.
- Managing Productive Tensions: We'll articulate the different roles around the executive team table and map the productive tensions that should exist between the different functions. (This is what's often missing in leadership teams with strong siloes.) Next, we'll set the team's ground rules for managing the tensions constructively and discuss any issues that affect the team's willingness or ability to collaborate effectively.



**Time Commitment** | This phase is completed in a one-day live workshop.



# Deepen Awareness

## PHASE 3

The overall objective of this phase is to first provide team members with insights around their individual styles, strengths, and development areas, and then to apply those insights in the team context. More specifically the team members will:

- Gain awareness of their fundamental needs and advocate to get those needs met
- Appreciate diversity of thought and reframe friction associated with differing styles
- Link the team's strengths and gaps to its ability to deliver on its business mandate
- Apply the insights to creating more effective structures, processes, and behaviours

### COMPONENTS:

- DISC Behaviour Assessment Debrief: Each team member will have a 60-minute individual debrief meeting with a certified PPA Practitioner. After the debrief, a full written report will be provided to the participant.
- Team Strengths and Gaps: We'll share PPA findings at an aggregate level to identify the team's strengths, over-strengths, and gaps and develop an action plan to address any findings that threaten the team's ability to deliver on its mandate.



#### Time Commitment

The PPA debrief is one-hour per participant; the Team Strengths and Gaps is delivered in a 3-hour virtual workshop.

### About Stratford

At Stratford, we believe better is possible, and it's our mission to help clients get there with better strategies, better processes, better technology, better intellectual property protection and better leadership. Our teams have years of practical business experience and deliver customized solutions that help clients realize value, achieve results and build enduring capabilities. Capabilities that leave our clients in better positions to thrive and contribute to the prosperity and vibrancy of their organizations, their teams and their communities.

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