SPECIAL FOUNDATION COURSE FOR AIS & CCS OFFICERS

20 March 2023

Building and Leading

Hi-Performance Teams

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In this session, we will discuss -

- Leader’s role and approach in building teams
- Team synergy for goals achievement
- Creating and nurturing hi-performance teams

Team means …..

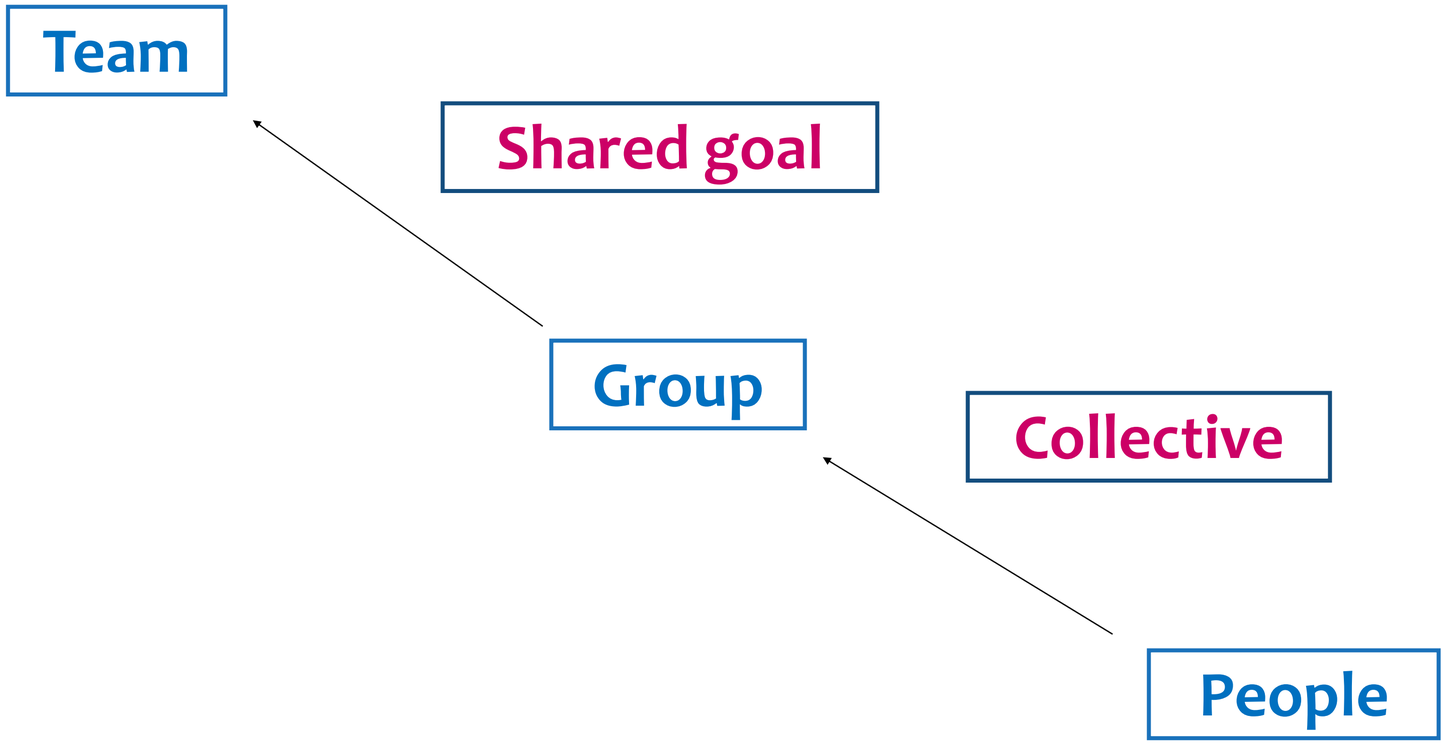
Together

Everyone

Achieves

More

Group vs. Team



A Bunch of Individuals (Group)

1+1+1+1+1= 5

A Hi-performing team ..

1 x 2 x 3 x 4 x 5 = 120

A Good Team has *'GRIP'*

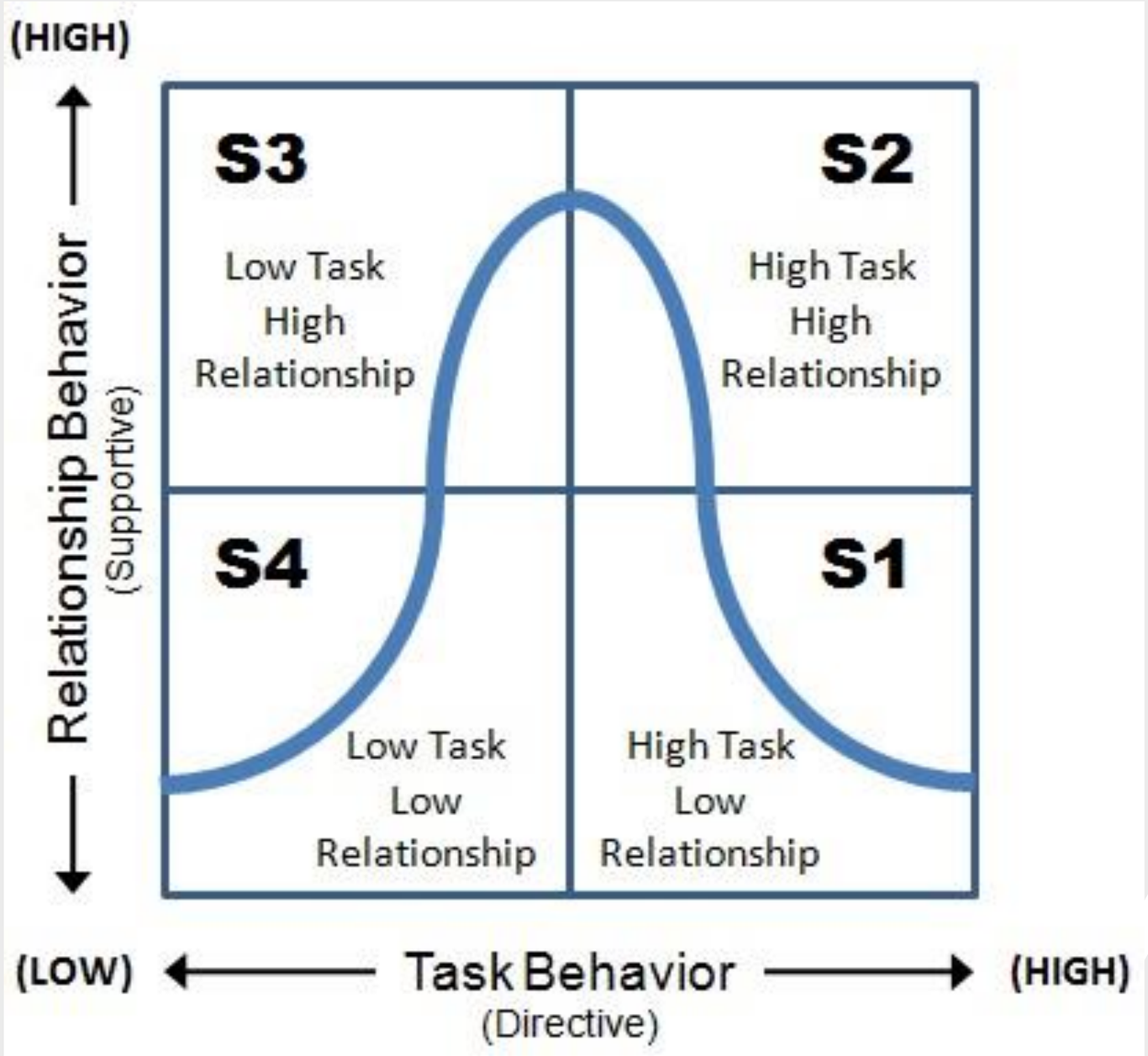
- **G**oals
- **R**oles
- **I**nterpersonal skills
- **P**rocesses

Why do teams function differently with different leaders?

Recall the best leader with whom you worked..

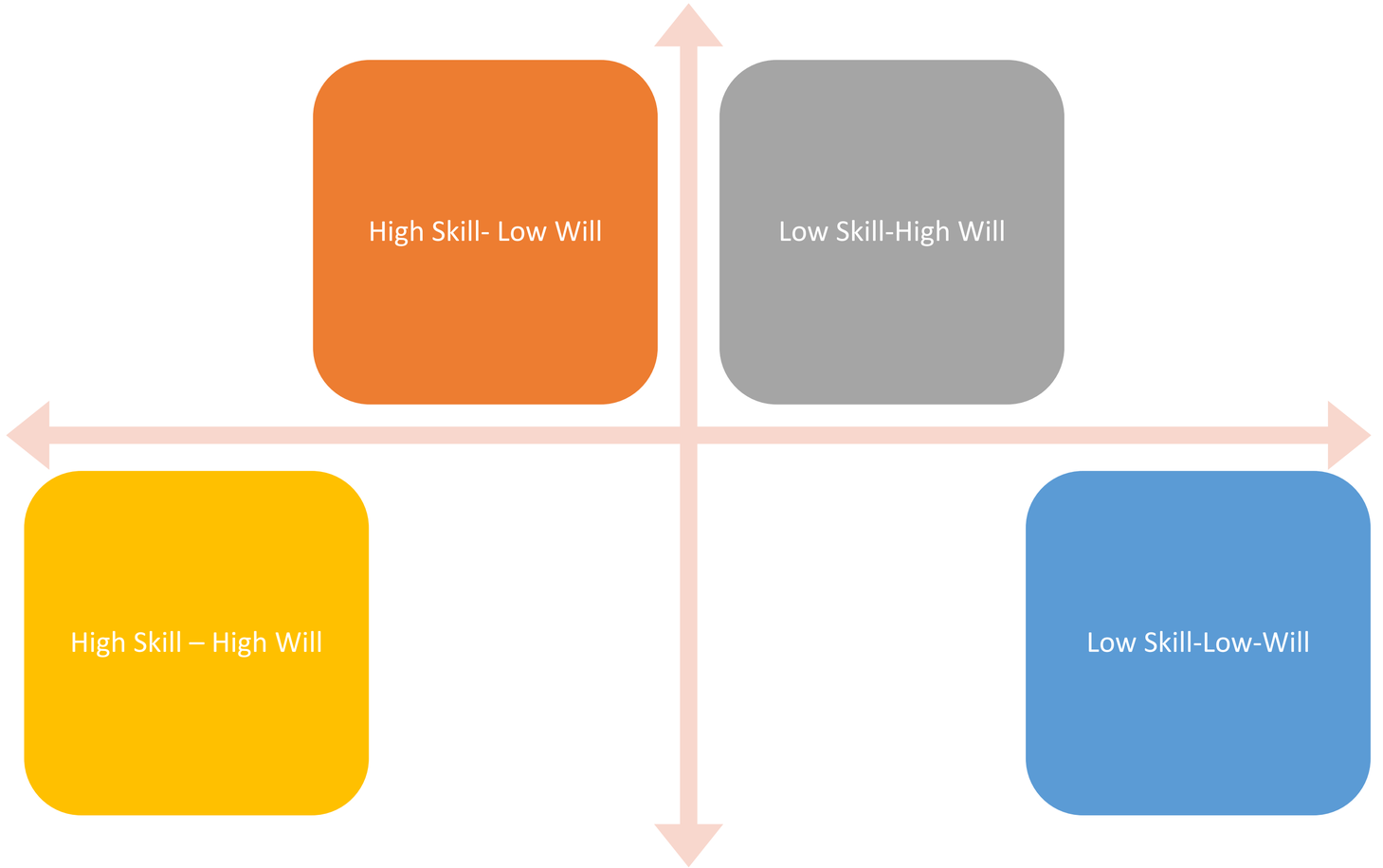
Aligning leader-member styles

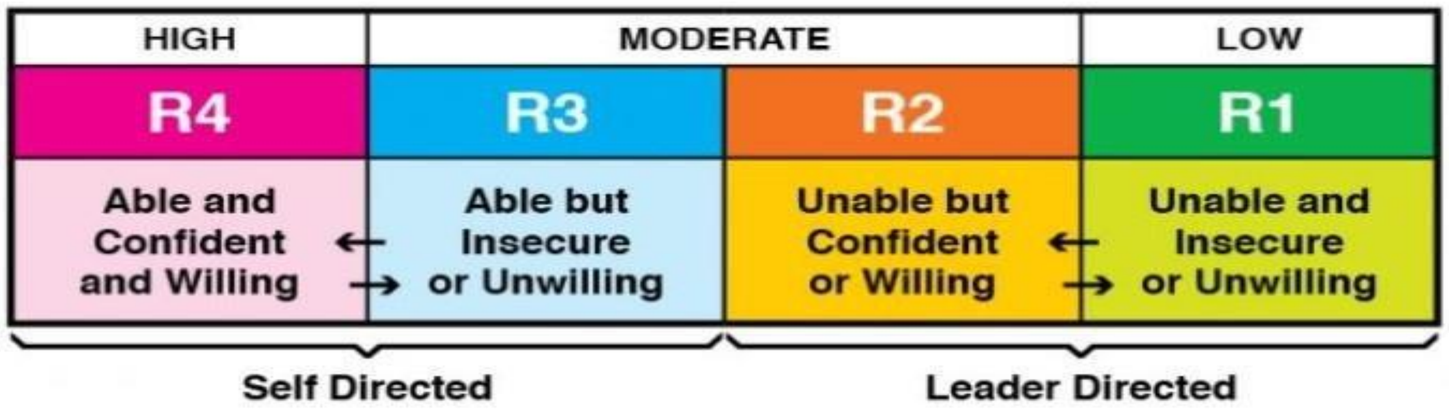
Leader Behavior

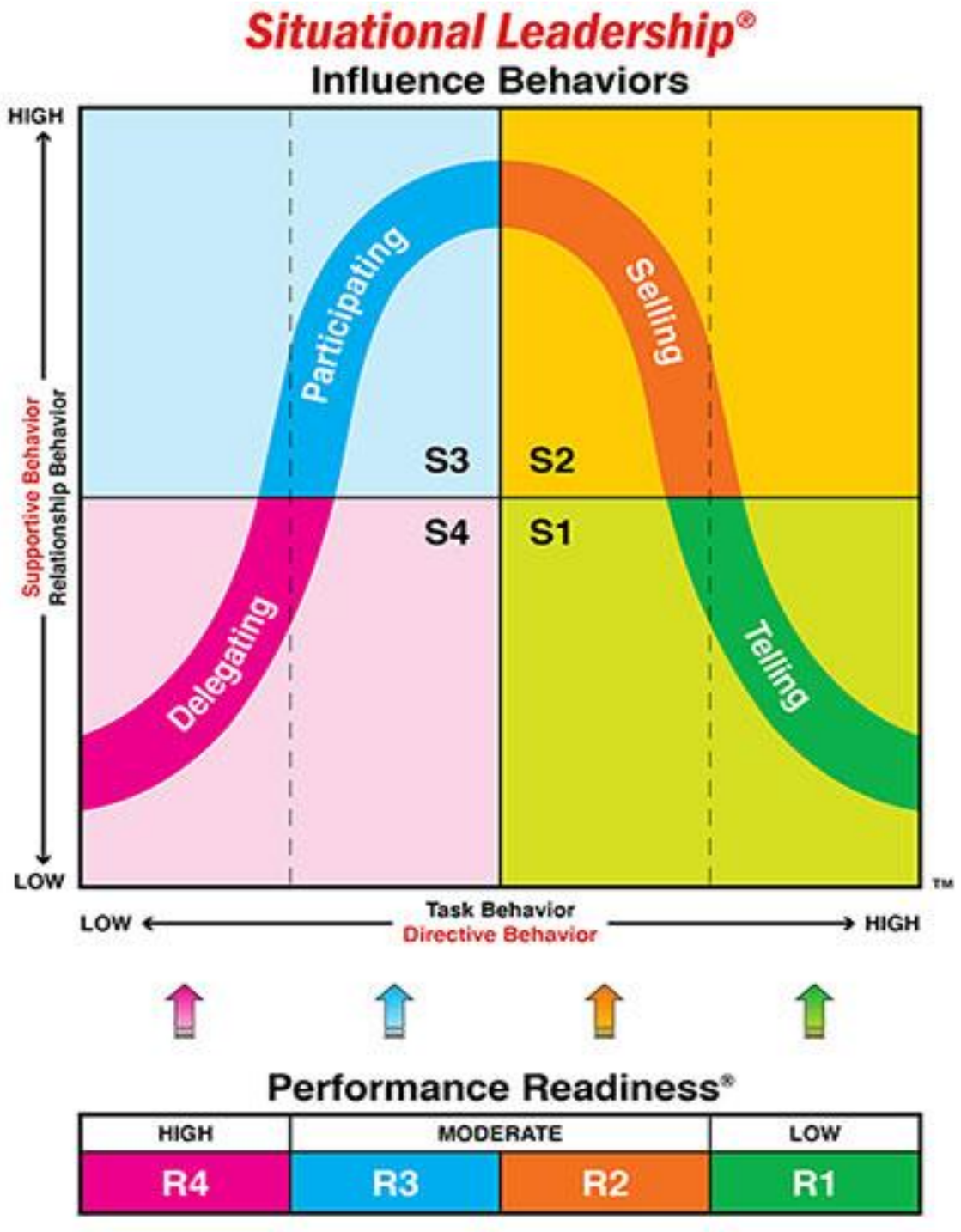


Members

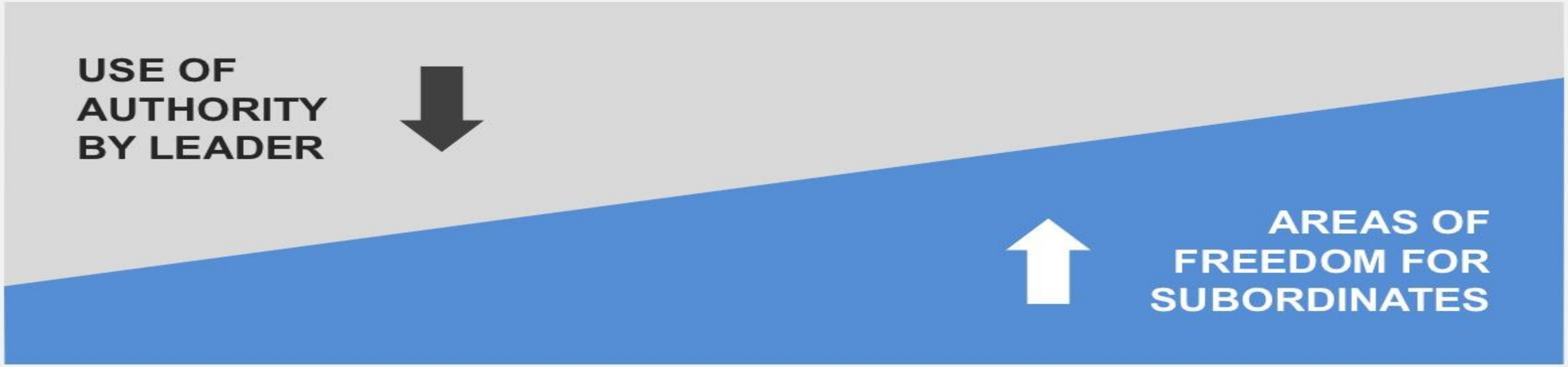
Skill-Will Matrix





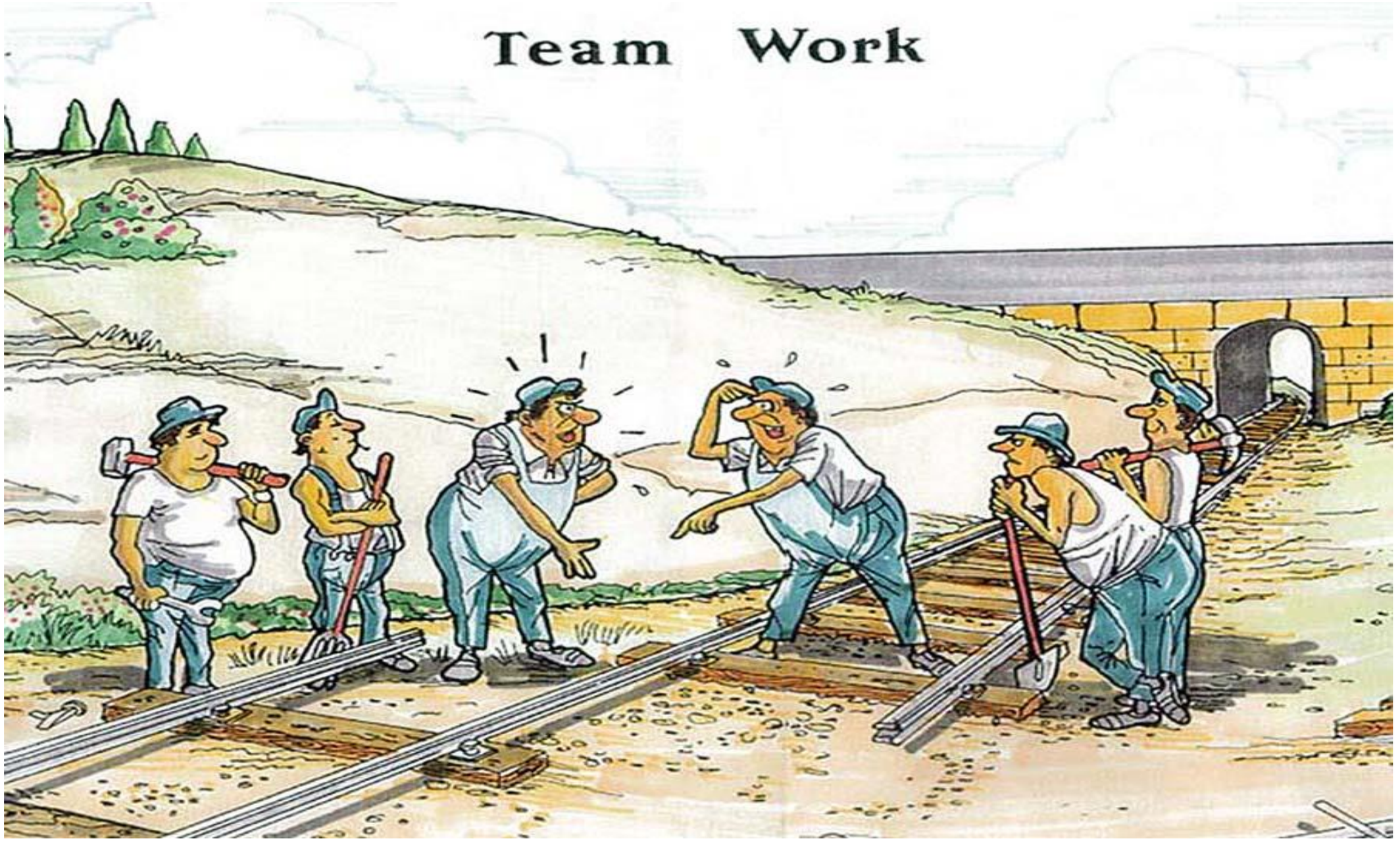

Situational Leadership®
Influence Behaviors
HIGH
Supportive Behavior
Relationship Behavior
LOW
Participating
Selling
Delegating
Telling
S3
S2
S4
S1
™
LOW
Task Behavior
Directive Behavior
HIGH
Performance Readiness®
HIGH
MODERATE
LOW
R4
R3
R2
R1

Leadership Continuum

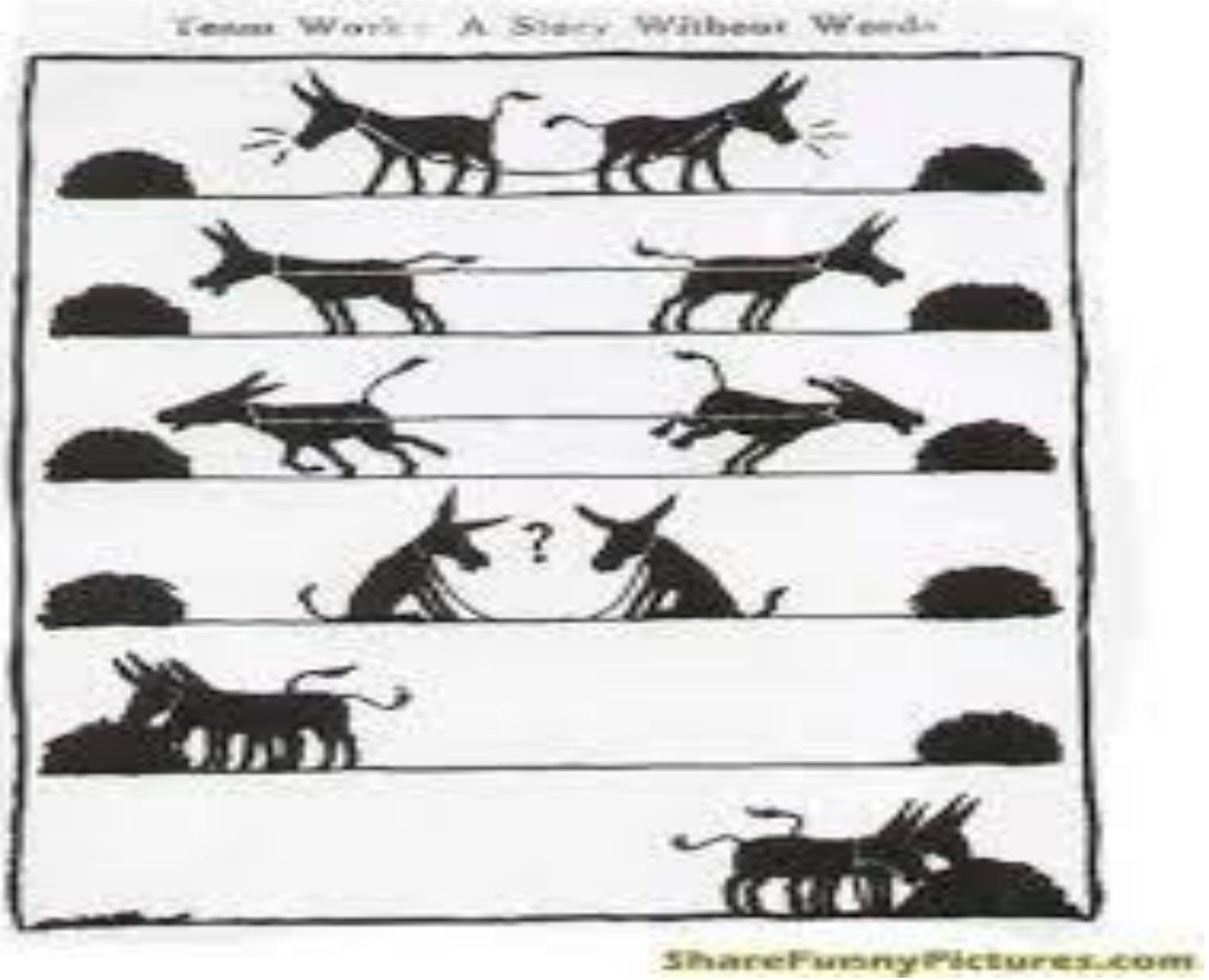


TELLS	SELLS	CONSULTS	SHARES	DELEGATES
Makes decisions, announces	Makes decisions, explains	Gets suggestions and makes them, then decides	Defines limits, group decides	Subordinates function within defined limits

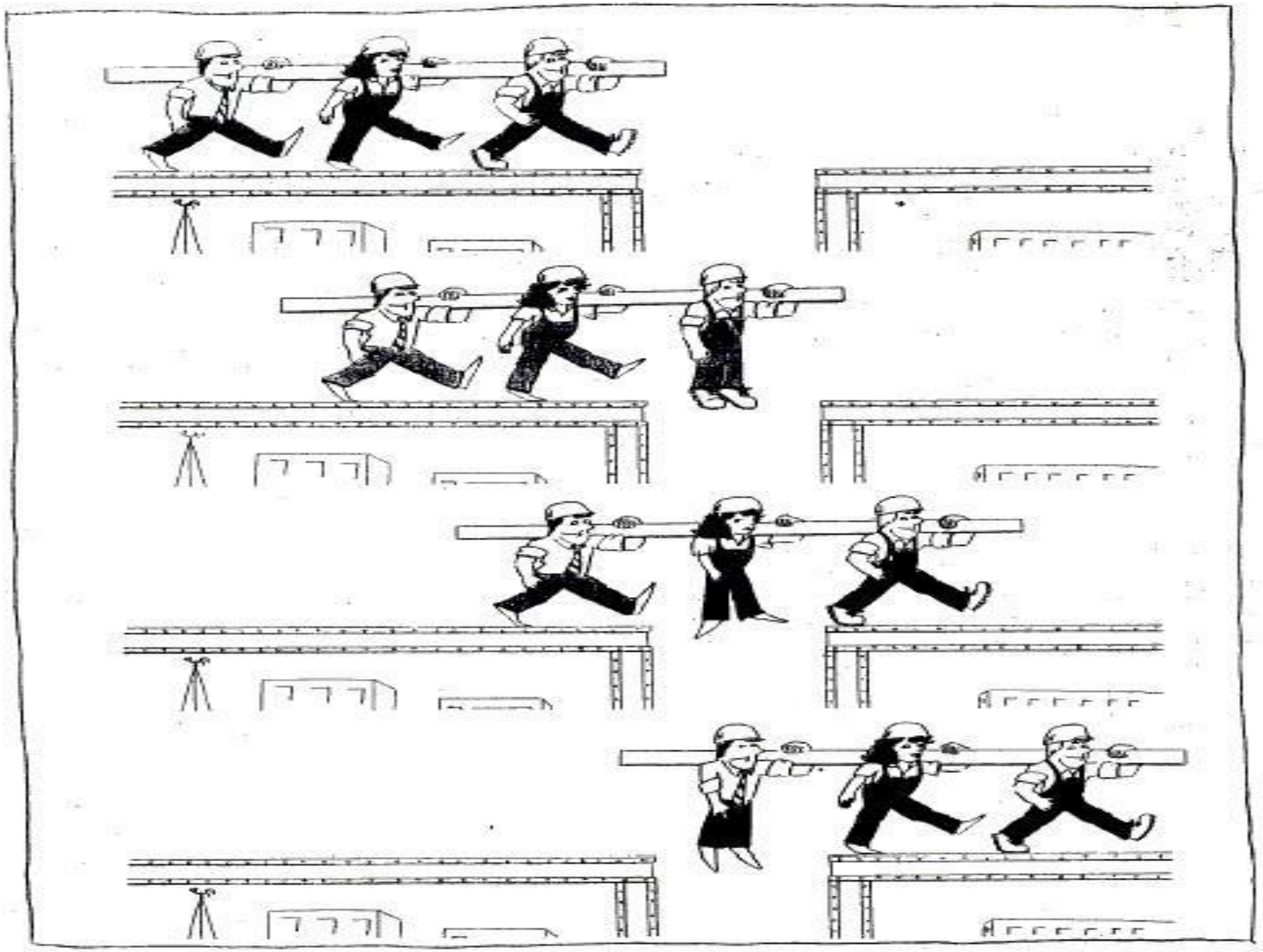
Team Work



TEAMWORK
Effizienz
Social Loafing


Texas Work: A Story Without Words
?
ShareFunnyPictures.com

SpeedySigns.com



HOME
SWEET
HOME

Creating Hi-Performance Team culture

High Performance Team..

1. Shared org. mission and goals
2. Operates creatively
3. Focuses on results
4. Clarifies roles and responsibilities
5. Is well-organized
6. Builds upon individual strengths
7. Supports each other
8. Develops team culture – ‘we’ climate
9. Resolves disagreements
10. Communicates openly
11. Makes objective decisions
12. Evaluates its own effectiveness

Strategies for creating Hi-performing work teams

- *Associate with higher order goals*
- *Give challenging tasks*
- *Scope for innovation*
- *Peer-to-peer learning*
- *Kaizen culture*
- *Empathic Communication*
- *Stand-up meetings –short and frequent*
- *Learning and Development*
- *Rewards and Recognition*
- *Team bonding activities*

Leading Hi-performing work teams

- *Leading vs. Managing*
- *Visibility and Transparency*
- *Strong internal communications*
- *Access to information*
- *Use of digital tools*
- *Shared goals and strategies –bottom-up*
- *Open culture – access to leadership*
- *Knowledge and Skill coaching*
- *Scope for Innovation*
- *Rewards and Recognition*

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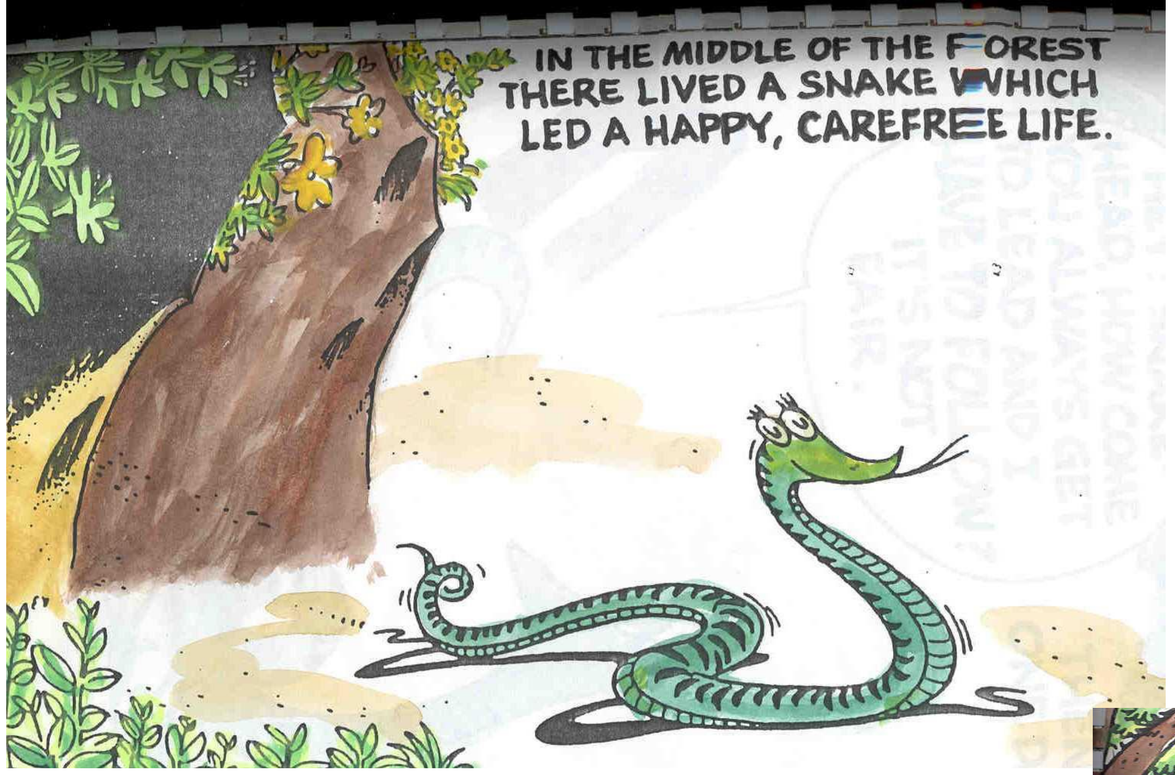
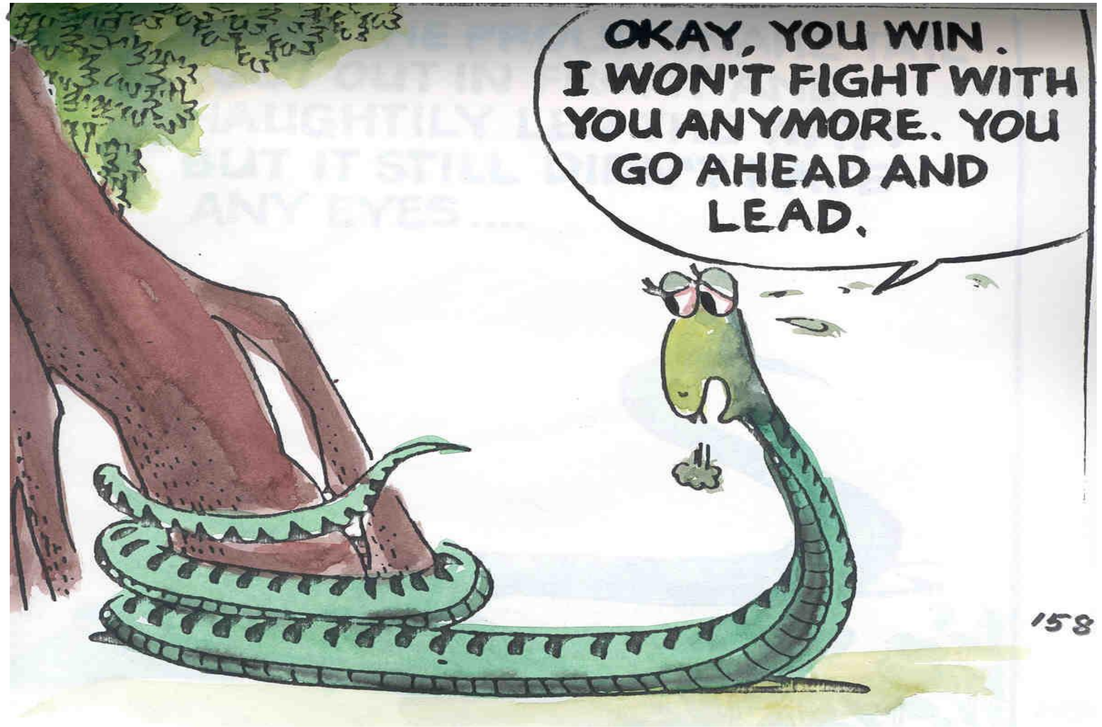
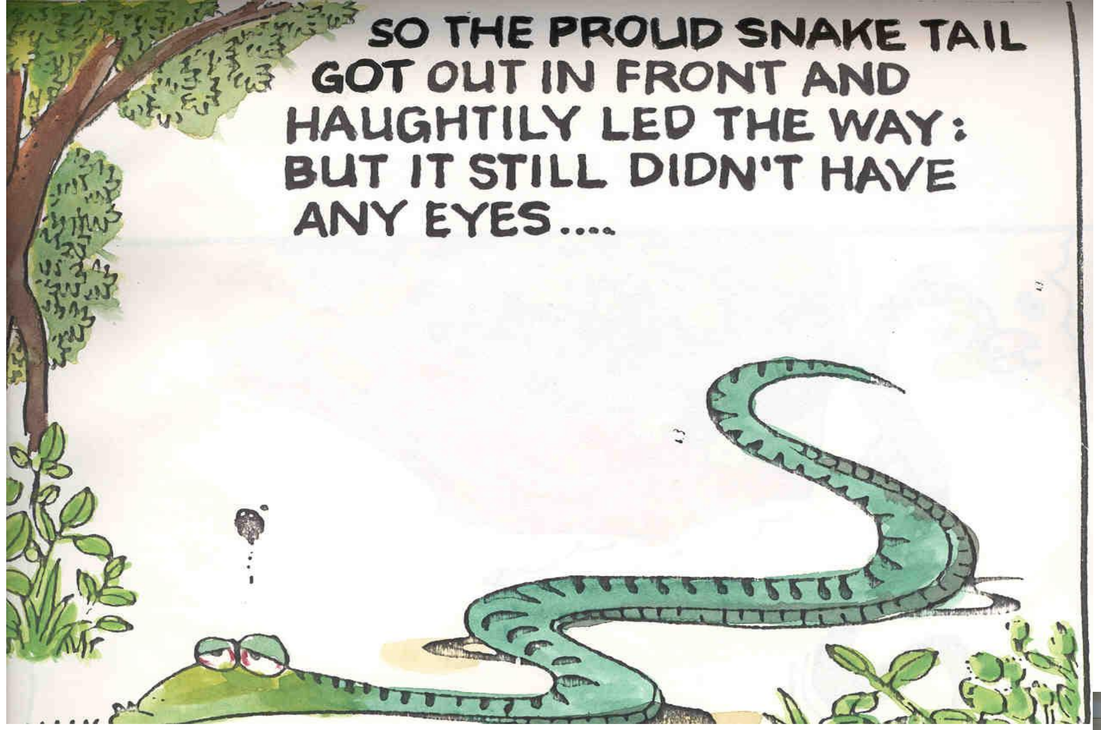
THE SNAKE'S TWO HEADS


IN THE MIDDLE OF THE FOREST
THERE LIVED A SNAKE WHICH
LED A HAPPY, CAREFREE LIFE.

HEY! SNAKE-HEAD, HOW COME YOU ALWAYS GET TO LEAD AND I HAVE TO FOLLOW? IT'S NOT FAIR.
THEN, ONE DAY....
!

OKAY, NOW GO AHEAD AND TRY TO MOVE !
!


OKAY, YOU WIN. I WON'T FIGHT WITH YOU ANYMORE. YOU GO AHEAD AND LEAD.
158


SO THE PROUD SNAKE TAIL GOT OUT IN FRONT AND HAUGHTILY LED THE WAY: BUT IT STILL DIDN'T HAVE ANY EYES....

SLIPPING FROM THE EDGE OF THE CLIFF, THE SNAKE PLUNGED TO ITS DEATH.

Thank You

MCRHRDIT