

The High Performance Team Program



OSULLIVANFIELD

ACCELERATING LEADERSHIP TRANSITIONS



WHY DEVELOP LEADERSHIP TEAMS?

Effective teams enable businesses to thrive, not just survive. The role of the leader is to ensure their teams are able to work creatively and productively together.

When economic, environmental or other systemic forces place pressure on organisational, team and individual performance there is an enhanced need for leaders to find more robust ways to work together.

For example, we are often asked to help where relationships between team members are problematic. Our approach enables leaders to address difficult areas constructively, to build bridges and collaborate effectively to the benefit of all the stakeholders.

We engage with a team as it works with topics that are core to the organisation's success. Our track record working with sensitive, interpersonal dynamics coupled with a pragmatic business orientation ensures team optimisation is achieved delivering a great result for the team, team members and the organisation.

Accelerating Team Performance

A team will work as fast as its slowest members but no one can predict who that might be with complete certainty. High performing teams find success is accelerated with both individual and team coaching in parallel. Our expert coaches are skilled and qualified in both leadership team coaching and individual executive coaching. This enables the development of the individual's capability so they are able to effectively contribute to, support and execute the team's agenda.

Leadership Team Coaching

Up to 50% of the variance in organisational performance can be attributed to the top team. This is quite extraordinary – that one group of individuals can have such enormous impact on the organisation. The organisation's top team casts a very long shadow.

There is a tension between 'fighting fires', dealing with the loud, immediate short term issues that are demanding of resources and attention versus investing in the achievement of the longer term goals that enable strategic success. Our experience of working with leadership teams shows that successful teams develop the capability to be able to manage with the 'dual horizons' of the ability to see and contain the immediate issues within the context of the broader organisation.

They achieve this through a process of facilitation by an experienced OSULLIVANFIELD team coach, they gain clarity and shared understanding on the answers to 5 key questions and use this as the navigation template.

OUR APPROACH

We have developed an overarching framework called 'the 5Q process'. This is based on the fundamental questions a team needs to answer to help them move to a high performing team.

The Process Focuses on Five Key Mandates Essential to Team Success:

1. Understand the unique mandate as a team
2. Recognise the inter-dependencies between the team members in delivering that mandate
3. Effectively utilise the dynamics that exist in the team
4. Deliver to all stakeholders
5. Continually learn and cascade; we take a team through a journey to becoming truly high performing team and organisation

The 5Q Approach

Focus Areas				
1	What is our unique collective mandate?	Team	Make decisions	Clarity
2	Are we structured to deliver that mandate?	Structures	Right people in right roles	Efficiency
3	Are we optimised as leaders in this team?	Personality	Constructive debate	Effectiveness
4	Are we servicing our collective stakeholders?	Ownership	Hit collective stride	Achievement
5	How do we loop and learn?	Evolution	Capitalise and cascade insights	Transformation
				Outputs

Facilitating Leadership Team Meetings

High performing teams spend time together. Most leadership teams benefit from spending quality time 'off-site'. We are skilled at supporting CEOs, MDs and functional leaders to plan, prepare and facilitate effective off-site meetings. Each session is totally tailored to the organisation. We spend significant time up front to understand the desired outcomes, the individual participants and the ideal agenda. Having an impartial third party to support the process allows all team members to equally participate. Our consultants also act to moderate to ensure constructive debate and generative thinking; challenge patterns to inject fresh thinking; provide feedback on process and behaviour so as to enhance team performance.



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