High Performing Teams
FEI Houston

Judy Le
President, TakeRoot, LLC
November 1, 2017

Why Focus on Teams?

- The relentless drive to do more with less
- The leverage value of teams
- The changing nature of teams
- There are more teams than people
- The opportunity to develop leadership from within and not just at the top

How a team does anything is how a team does everything.

The Assumptions are…

Team members know how to achieve business results by:
- Working with each other
- Working with other teams

Our Data Shows…

- Less than 12% of teams in the TCI database rate themselves as "High Performing."
- If nearly 90% of any other asset were underperforming, wouldn't it get **some** focus?

What we want:

High Performing and *Sustainable* Teams

The Question:

What are the conditions necessary for High Performing Teams?

Team Diagnostic™ Model: Two Dimensions

Competencies that support the team's ability to be Productive.

Productivity Strengths

Competencies that create an environment that supports effective collaboration.

Positivity Strengths

The Team Performance Indicators

Productivity Strengths:
Competencies that support the team's
ability to be Productive.

The Team Performance Indicators

TAKE ROOT

Positivity Strengths
Competencies that create an environment
that supports the team's productivity.

Team Worlds

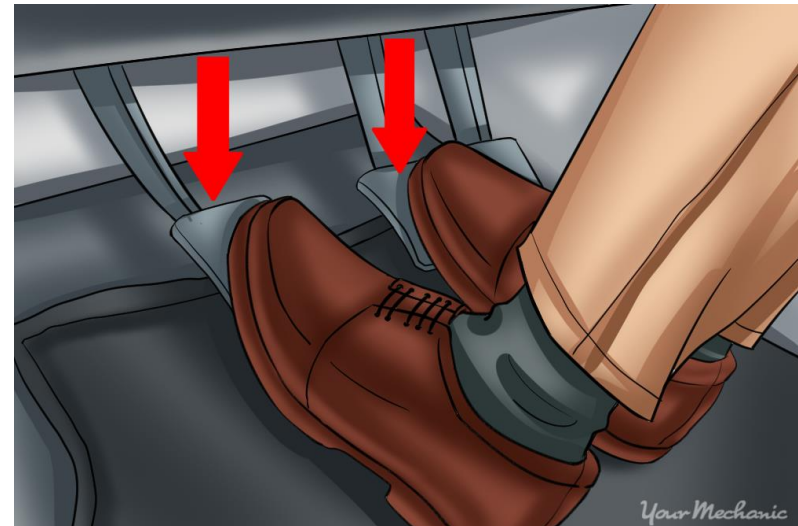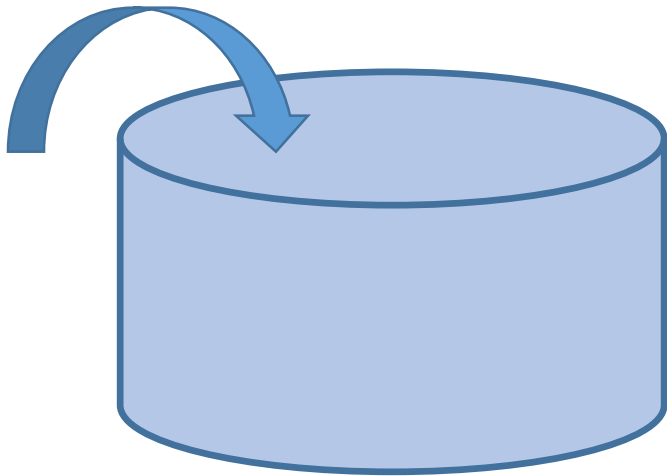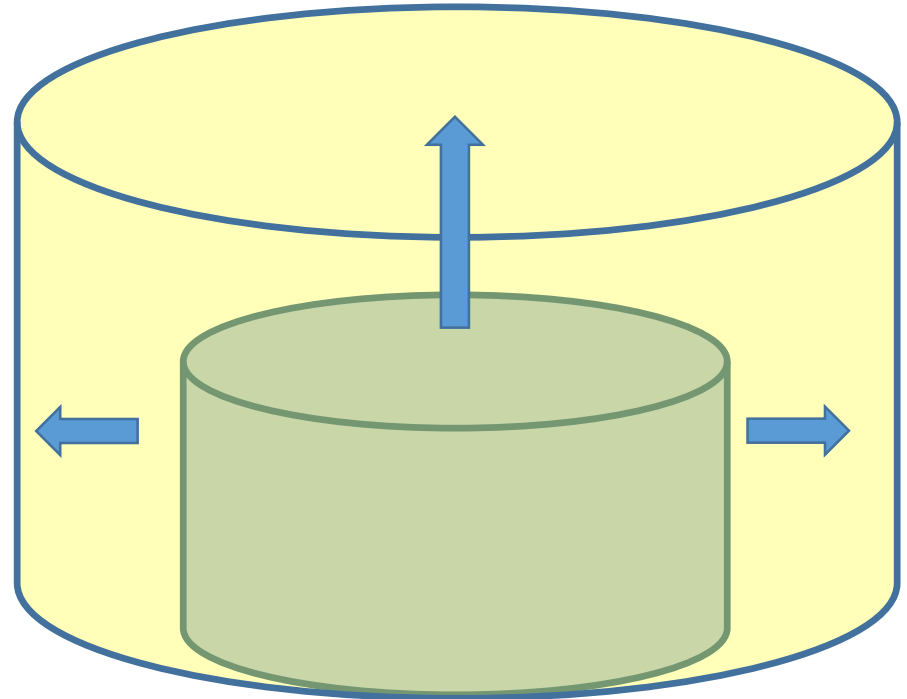|	**Low Team Productivity**	**High Team Productivity**
High Team Positivity	• Collegial • Low focus • Low sense of urgency • Resistant • Incompetence OK • Low results • Connected and fun ***Let's Party***	• Successful • Flow • Challenging • Inspiring • Open • Proactive • Communicative ***Let's Get Better***
Low Team Positivity	• Criticism • Blame • Resistance • Overwhelm • Fear of failure • Turf protection • Firefighting ***Let's Get Out of Here***	• Efficient • Bottom-line • Burn out / High turnover • Guarded • Driven • Clear objectives • Competitive ***Let's Survive***

So How Do You…

Create High Performing, Sustainable Work Teams?

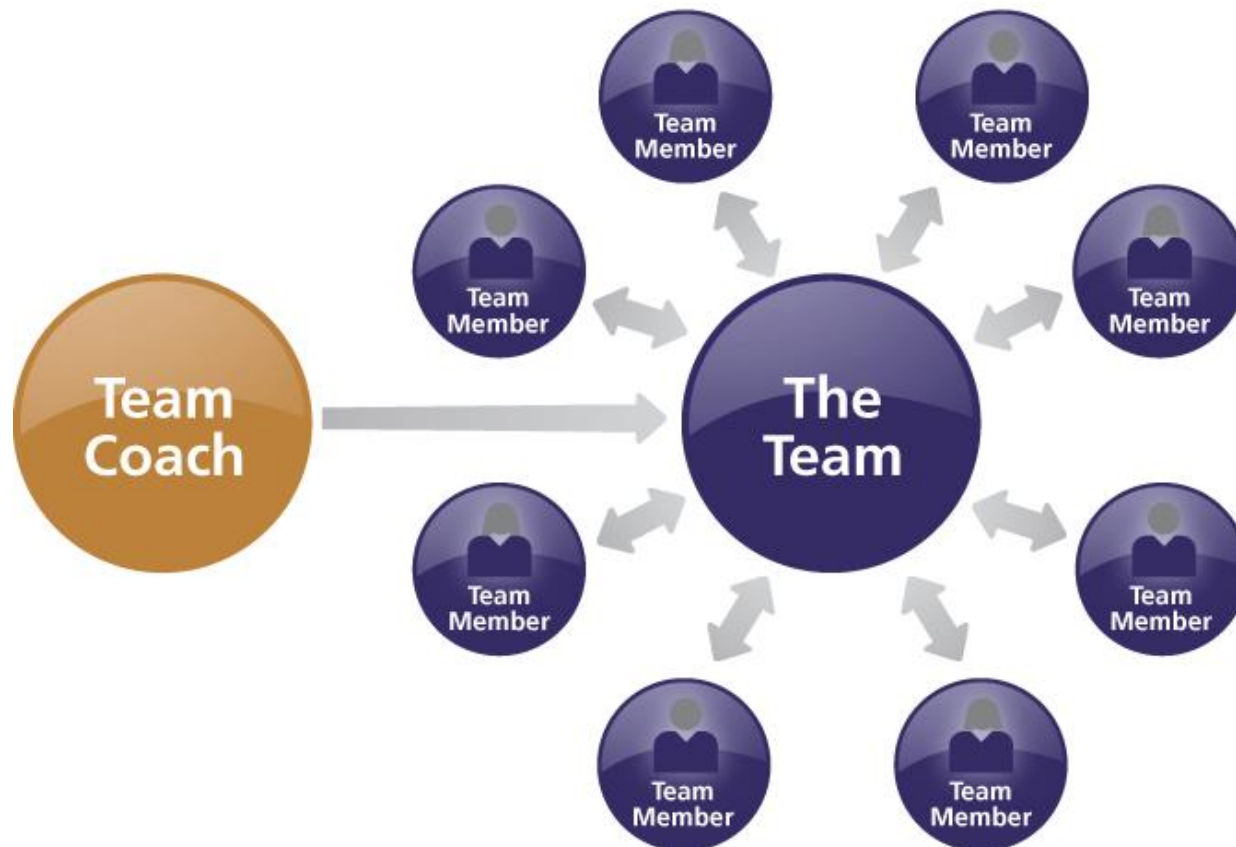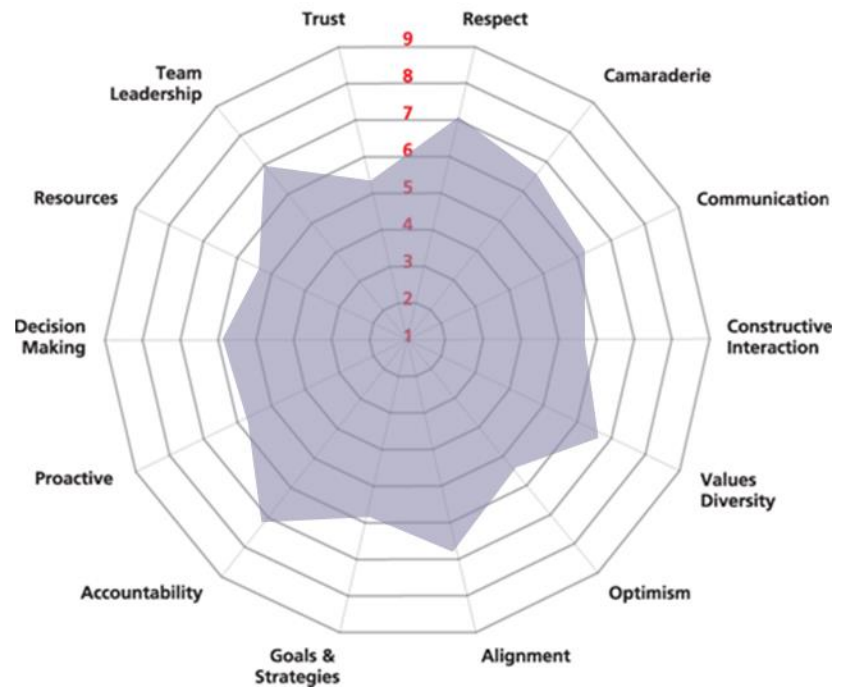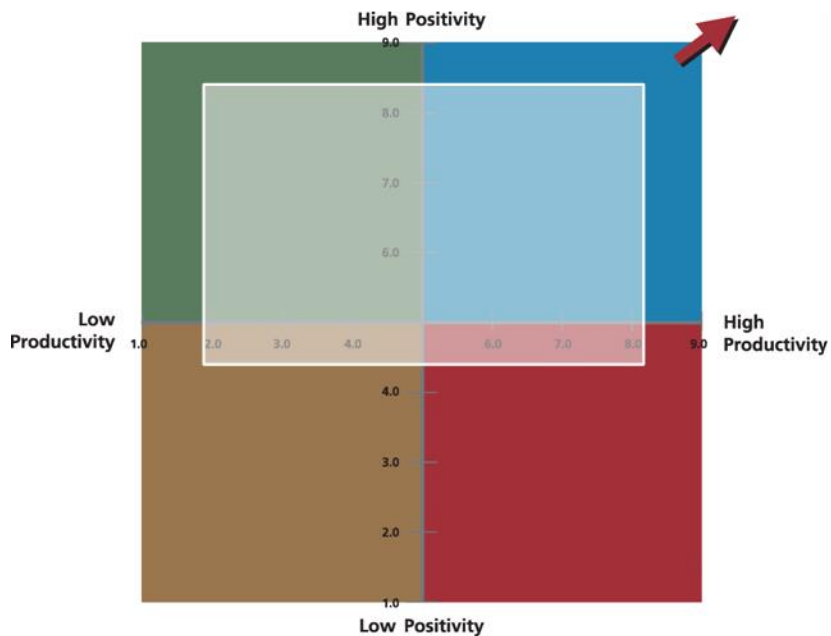# Our experiences with change – 2 metaphors

IN – formative

TRANS – formative

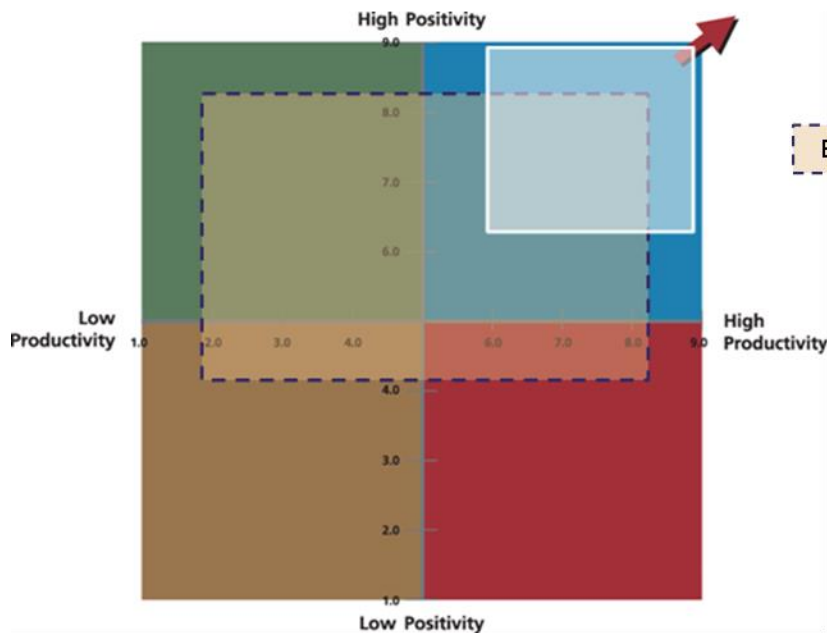# Focus on the System

Reveal the Conditions

A baseline assessment starts the process

Improve the Conditions

A follow up assessment shows the progress over time*

Productivity +30%
Positivity +31%
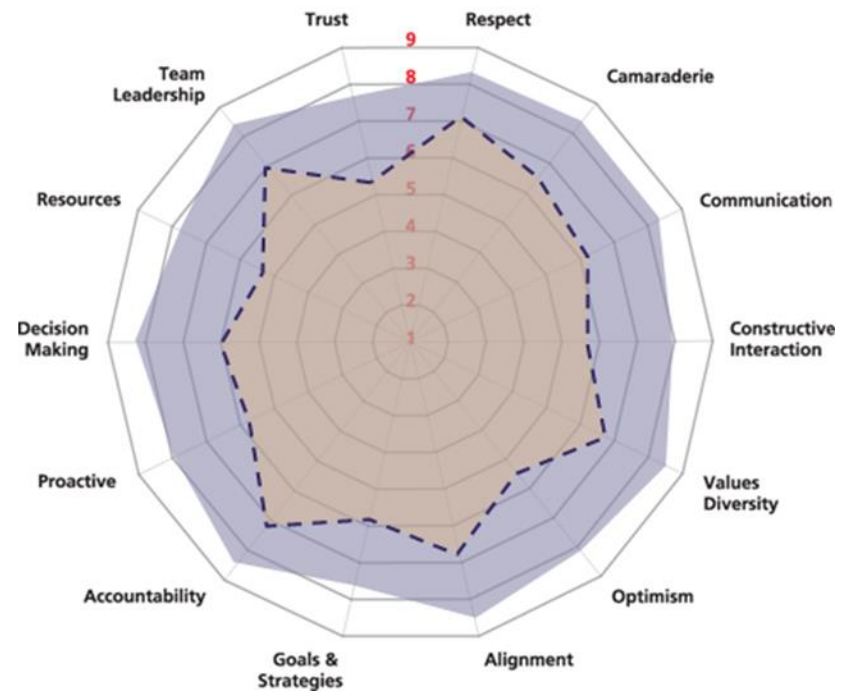
* Team coaching program occurred from 2/2008 – 1/2009

EXAMPLE: Diagnostic Results for Productivity

Proactive	7.2
Alignment	6.9
Team Leadership	6.5
Decision Making	6.1
Resources	6.0
Goals & Strategies	6.0
Accountability	5.5

"1" = Does Not At All Describe Our Team   "9" = Completely Describes Our Team

TAKE ROOT

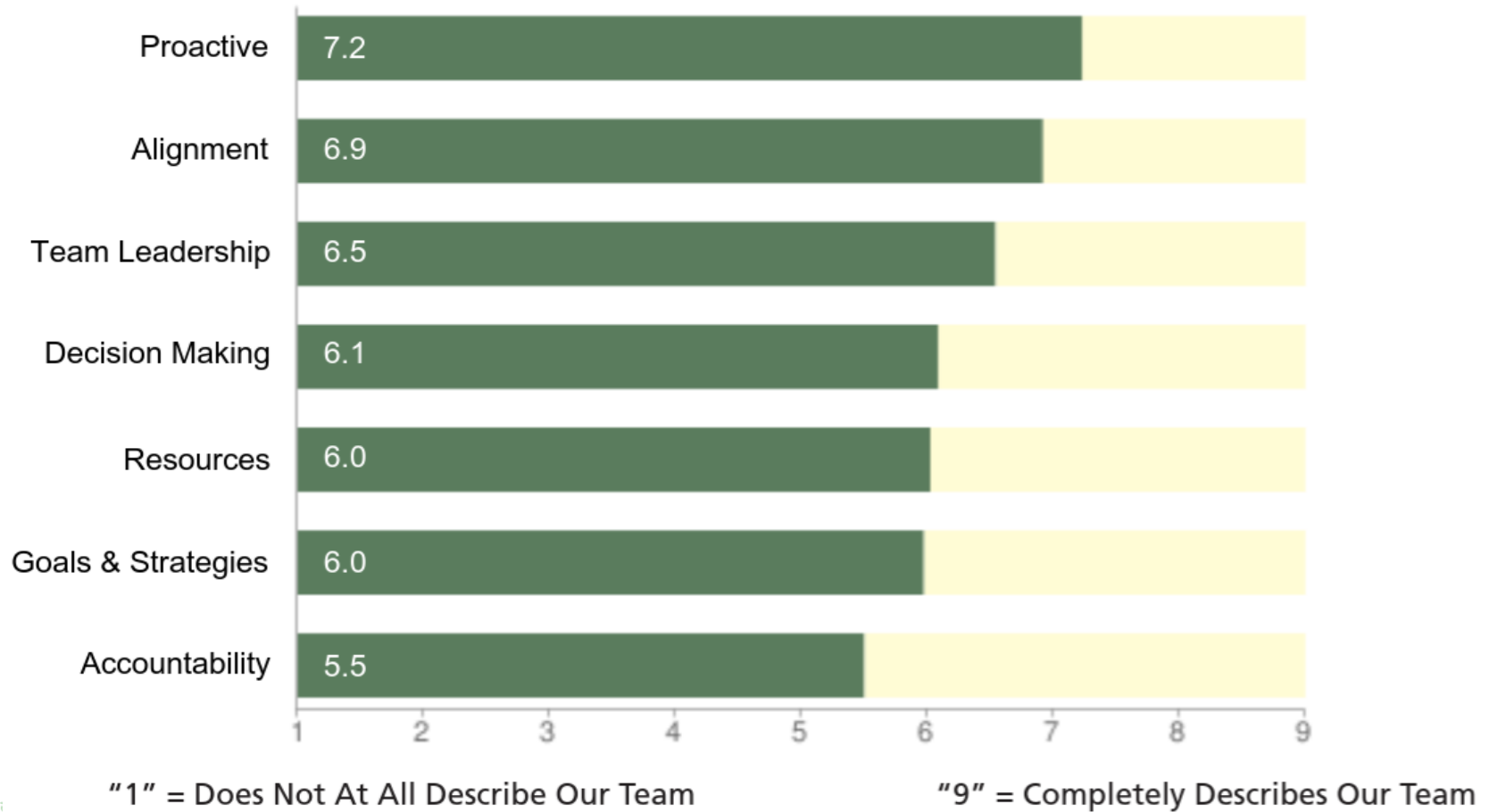# EXAMPLE: Diagnostic Results for Positivity

	Score
Respect	7.1
Optimism	6.6
Communication	6.6
Camaraderie	6.5
Values Diversity	6.4
Trust	6.3
Constructive Interaction	6.2

"1" = Does Not At All Describe Our Team   "9" = Completely Describes Our Team

TAKE ROOT

Team Worlds

	Low Team Productivity	**High Team Productivity**
High Team Positivity	• Collegial • Low focus • Low sense of urgency • Resistant • Incompetence OK • Low results • Connected and fun ***Let's Party***	• Successful • Flow • Challenging • Inspiring • Open • Proactive • Communicative ***Let's Get Better***
Low Team Positivity	• Criticism • Blame • Resistance • Overwhelm • Fear of failure • Turf protection • Firefighting ***Let's Get Out of Here***	• Efficient • Bottom-line • Burn out / High turnover • Guarded • Driven • Clear objectives • Competitive ***Let's Survive***

TAKE ROOT

What we offer:

- Individual and team development through **interactive workshops and programs** to lead self, lead others, and lead in systems.
- **Team performance assessment & coaching** for increased productivity and team culture building.

www.gotakeroot.com

judyle@gotakeroot.com

@gotakeroot

facebook.com/gotakeroot

Judy Le