

Team effectiveness in a hybrid world

Welcome to the modern team that is more connected yet disconnected than ever before.

To succeed in a changing and competitive global economy, organisations and their teams must have an unwaveringly clear purpose and a crisply defined ambition. They need agreed values and behaviours and ways of getting things done as well as a collective agreement of the goals and priorities. They need to communicate with respect, challenge constantly and be deliberate in every move.

This is a lot to ask of a group of people who have been placed together by an organisation and who inevitably have different working styles, personal values and ways of achieving results.

To help people perform at their best together it is important to prioritise with time, discipline and money, the deliberate development of teams. Evidence shows that when done well, team off-sites will give the greatest uplift in your team's collective performance and if it is the most senior leadership team then it will have a dramatic improved impact on the organisation's bottom line.

The key objectives for our High Performance Team process are:



Achieving clarity of the shared ambition, purpose, belief and agreed ways of working



Achieving clarity on the team goals and the mindset and behaviours needed to become a unified, engaged and high performing team



Achieving clarity of roles and responsibilities



Creating strong connection, accountability and understanding in a psychologically safe environment

But how?

Gram's High Performance Team workshops are the foundation for future growth for all teams. They are a dynamic opportunity for a team to view the past, the present and begin to co-create and align on their future.

During the program, the Team effectiveness Circle is used to understand the component parts of building a team.

Depending upon the final agenda, typical outcomes from the High Performing Teams process are:

- More connected, deeper relationships
- Increased trust and understanding on an individual and team level
- An agreed team charter and defined ways of working, in the pursuit of high performance





Our approach

To excel in a complex and uncertain business environment, people need to both achieve and learn together. For a team to be effective and high performing they need to work on two important components, clarity and connection.

Team clarity

Teams must have clarity on their ambition, purpose, goals and priorities. They need to know:

- Why they come together
- What they are there to do, and
- How they do it together

Great teams consistently strive for clarity even though some ambiguity always exists. The most important clarity is how we work and behave together. This is the fundamental heartbeat of a team.

Finding your norms cannot be done in isolation, remotely, or via email. It requires a structured and professional approach. Nor will it happen overnight. The process is as important as the result. Developing the heartbeat of the team takes time and effort and should be revisited often and with a critical eye.

Team connection

With advanced technology, flexible working arrangements, speed of work and geographically dispersed teams, disconnection in teams can occur very quickly. When teams don't connect they often start to look like federated silos of individuals who only come together occasionally under the guise of a 'meeting'.

Connection is so much more than coming together in a meeting environment. It is:

- Clear and consistent communication
- Information and knowledge sharing
- Psychological safety and trust
- Collaboration
- Genuine care for self and each other
- Peer coaching
- Self and team knowledge and understanding
- Shared leadership



Clarity

Ambition, purpose and goals
 Beliefs and mindset
 Roles – each team members contribution
 Structures and processes
 Norms – how we interact



Connection

Communication
 Information sharing
 Care – psychological safety
 Collaboration
 Peer Coaching
 Shared leadership

Connection is about having quality conversations that promote optimal individual and team functioning, growth and development.

Research shows building and strengthening relationships across a team (or a group who need to work together) is essential for High Performance. This includes:

- Functional dynamics
- Clearly communicated intentions and strategies
- Collective engagement to business strategies
- Individual and collective commitment
- Accountability
- Open and honest dialogue

Our process

The Gram Team Process has been refined and developed over 15 years to make a positive impact and get results. We trust our process, and know it produces tried and tested results, it is also flexible to suit the needs of each team, and produce the specific outcomes needed. It is the skill of our facilitators that bring the process to life and ensure we deliver results for you.

A typical 2* day program may look like:

PREWORK	
<ul style="list-style-type: none"> • Selection of relevant readings, podcasts, thinking or actions to support the outcomes of the program 	
DAY 1	DAY 2
AM	AM
<ul style="list-style-type: none"> • Context setting • High performing teams vs team effectiveness • What was: Learning from the past 	<ul style="list-style-type: none"> • What will be: creating a team charter with purpose, ambition, mindset, values, shared goals, behaviours, ways of working
PM	PM
<ul style="list-style-type: none"> • What is: the current state of the team • Team connection 	<ul style="list-style-type: none"> • Way forward • Team action/s and accountability • Individual action/s and accountability
FOLLOW UP (OPTIONAL)	
<ul style="list-style-type: none"> • Accountability/check in workshops • Team coaching • Individual coaching 	

* Our process can be run over shorter timeframes, and various media, to suit team availability. If that is your preference, we clarify how to get the best outcome from the time available and what impact that may have on the process. Alternatively, we can design a bespoke program for you.

For more information contact us via email nikki@gramconsulting.com.au or call us on 0415 670 130.