

Introducing...



**Teams should excel whilst
individuals can only ever do their best**

Team Excellence

Why is it that some teams seem more focussed, energised and creative than others? What drives them to achieve such excellent results? Why do people talk about their experience of working within effective teams as one of the best experiences of their working career?

There is a correlation between how you and your teams perceive your roles in an organisation and with the level of impact you can have - it starts with you. If a team can break out of the shackles of just 'doing' and begin to start 'thinking' about why they

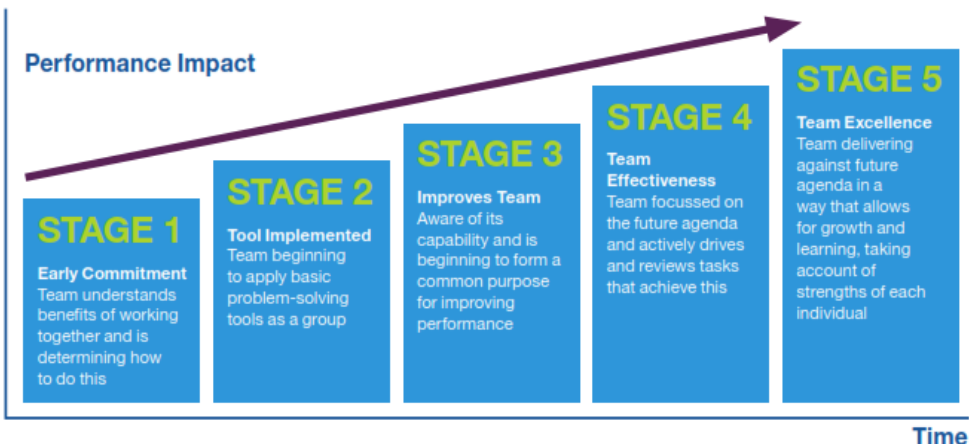
exist, who for and what their key goals are then achieving great outputs can become a distinct possibility.

Teams that have the ability to create, see the world from the stakeholder or customer perspective and then convert this into a common drive are much more likely to feel engaged and to take their own work to a new and challenging level. The trust and courage to achieve that can be generated through close working relationships, a sense of supportive co-coaching within the team.

Stages of Team Maturity

Journey towards team excellence

But how do we as managers and leaders go about developing this sort of 'Team Excellence' climate within our teams?



Five Conditions for Team Excellence

1. Compelling Direction

The team must have the ability to step out of the present pressures of delivery and into the future that they really want to create around themselves. Getting a clear and agreed view of this future as a team then creates that positive tension needed to motivate the team in a different direction.

2. Stakeholder Focussed

Teams exist because a stakeholder needs something from the team. How can the team find out what the stakeholder really wants and then reflect this in their compelling direction?

3. Maximised Ways of Working

Based on agreed beliefs and values, capturing and sharing feedback and then providing coaching around observable behaviours is the lifeblood that allows teams to learn and grow.

4. Maintained Internal Momentum

Building on the compelling direction, what are the shorter-term 'Must Wins' that will provide that initial momentum. This provides a real sense of focus for a team but also gives the opportunity to check progress and direction.

5. Communicate and Influence

The team must share its intentions with those influential people and teams around them if they are to create that support from outside of the team. Having a clear, focussed elevator-pitch can motivate both the team and those other key stakeholders.

“ The process we need to begin thinking creatively and to drive this team to achieve that step change ”

Team Excellence


Lets get started

There are some clear indicators associated with excellent teams that you can benchmark within your own teams right now.

Getting individuals in the team to rate against these indicators can not only give you clarity on where to focus team energies but also raises the awareness of the team to begin operating much more effectively.


The indicators should be revisited regularly to check progress towards team excellence and to allow for further engagement with the team.

In addition to providing team coaching support we can also set up the indicator tool on-line to each individual in your team to allow them to fill in independently.



14 INDICATORS OF TEAM EXCELLENCE

	Key Indicator	Key Question	Rating 1 = poor 10 = excellent
1	Strong sense of direction as a team	There is a strong sense of what it will be like when we are successful in our future as a team	
2	Customers drive our passion	We have a clear understanding of what our customers (internal and external) expect from us	
3	An agreed view of why the team exists	We have a team 'elevator pitch' statement which is clear, challenging, consequential and unique	



The Oakridge Centre, Peter House, Oxford Street, Manchester M1 5AN
Tel: +44(0)161 327 2031 Email: info@oakridgecentre.co.uk Web: www.oakridgecentre.co.uk

**The Oakridge Centre, Peter House,
Oxford Street, Manchester M1 5AN**

Tel: +44(0)161 327 2031
Email: info@oakridgecentre.co.uk
Web: www.oakridgecentre.co.uk