High Performance Team Development

HR People and Organisational Development

PEOPLE AND ORGANISATIONAL DEVELOPMENT

University of HUDDERSFIELD
Inspiring global professionals

Overview

High-performance team development involves nurturing and cultivating teams to operate at their full potential, achieving exceptional results and consistently outperforming expectations. This session is designed for teams to come together in a safe, facilitated environment to discuss their performance and measure it against a high-performance competency framework.

During the session, team members are encouraged to openly discuss a range of high-performance characteristics, identifying areas where they excel and areas for development and improvement. This insight enables the team to leverage strengths and effectively address weaknesses.

Characteristics of High-Performance Teams

❖ Purpose and commitment: High-performance teams understand their purpose and are committed to shared values.

❖ Accountability: Team members are accountable to themselves and each other.

❖ Trust: Team members trust and are trusted, creating a safe and supportive environment.

❖ Complementary skills: The team comprises members with complementary skills, knowledge, and diverse perspectives.

❖ Goal orientation: Every team member is dedicated to achieving outcomes and is goal oriented.

❖ Through this session, teams can develop the foundations of high performance, ensuring they are well-equipped to achieve outstanding results together.

Who would benefit?

❖ Teams Who Have Been Together for Some Time and Have Maybe Lost Their Way: Especially those that have gone through a period of change and need to refocus.

❖ Teams That Function Well but Would Like to Hone Their Performance: Teams that are already effective but seek to refine and enhance their performance.

❖ Teams That Have Never Thought to Measure Themselves in Terms of High Performance: Teams that need to start thinking about their performance metrics and standards.

What are the outcomes?

❖ Building Team Relationships and Encouraging Collaboration: Strengthen team bonds and promote collaborative efforts.

❖ Creating an Open, Honest, and Future-Focused Team: Foster an environment of transparency and forward-thinking.

❖ Identifying Areas for Improvement: Recognize where team practices can be enhanced.

❖ Aligning with the University Strategy Map: Understand how the team supports and aligns with the University's strategic goals.

❖ Developing a SMART Action Plan: Leave the session with a Specific, Measurable, Achievable, Relevant, and Time-bound action plan.

Our Expectations

When you attend this session, *you can expect* …

❖ a safe space for people to talk.

❖ to be treated with kindness and respect.

❖ to be encouraged and listened to.

❖ to be positively challenged when needed.

❖ to feel comfortable in a positive learning environment.

❖ the opportunity to provide feedback.

PEOPLE AND ORGANISATIONAL DEVELOPMENT

University of **HUDDERSFIELD** Inspiring global professionals

When you attend this session, *we expect you to*…

- ❖ turn up on time to reduce disruptions to fellow participants and the facilitator(s).
- ❖ turn off your phone (or put it on silent), and applications such as emails.
- ❖ focus your attention on the session.
- ❖ listen to and respect your colleagues, not talk over them, and avoid side conversations.
- ❖ participate - you are your own best resource, and we want to hear your experiences and opinions.
- ❖ be patient - from time-to-time things won't go to plan. We'll do our best to find solutions.
- ❖ be aware of your own behaviour and the impact it may have on others.
- ❖ give feedback on the session.

Our Approach

- ❖ Practical: Our activities are not just theoretically relevant, but also practical, so staff can apply their learning back in the workplace.
- ❖ Inclusive: Our development activities are designed to cater for a range of learning preferences and approaches.
- ❖ Engaging: We adopt a participative and interactive approach to support learning.
- ❖ Reflective: We encourage self-reflection, enabling staff to understand themselves better.