

# Team effectiveness

*The bar of business success is being raised incessantly. Global competition, employee empowerment and technological innovation are transforming the nature, and importance, of work groups at all levels of the organization. The ability of teams to produce results is critical to the realization of organizational goals. Yet, many components of organizational life inhibit the building of, and benefiting from, effective teams.*

*LeaderWorks is uniquely qualified to assist organizations build effectiveness in teams ranging from product or functional teams to senior level management and leadership teams. Each of our senior consultants has over 20 years of “real world” experience coaching and developing teams, holding executive-level positions with Fortune 50 multi-national companies. This “perspective” thus magnifies our ability to deliver significant, tangible results.*

The purpose of LeaderWorks' *Team Effectiveness* process is to accelerate the development and working effectiveness of senior-level teams in order to ensure sustainable results. This one-to-two-day process includes data feedback from pre-workshop interviews with team members and focuses on evaluating the current effectiveness of the team and developing implementation plans to enhance the team's future effectiveness.

The framework for the *Team Effectiveness* process consists of six components, each of which is analyzed with our *Team Effectiveness Scorecard*.

- The STRATEGY component focuses on Vision/Mission, Goals, Metrics and Communication.
- The ORGANIZATION component stresses Structure, Linking Mechanisms and Roles.
- The PROCESSES component examines Planning, Decision-Making, Problem-Solving, Information Sharing and Meetings.
- The TALENT component deals with the Leadership Mix, Competence/Skills, Experience and Fit.
- The RELATIONSHIPS component scrutinizes Openness, Commitment, Cohesiveness, Conflict Resolution and Rewards/Recognition.
- The RESULTS component centers on Achieving the Numbers and Stakeholder Expectations.

The process is concluded with the building of an executable action plan that identifies the major tasks, responsibilities, timing and follow-up of each component of the effectiveness framework.

The *Team Effectiveness* process can be augmented by one or more of our other leadership development services, the *Leading Change For Results* and *Building Leadership Talent* workshops, our powerful *Executive Assessment and Coaching Process*, our *Executive Learning* services and our *Leadership Development Assessment and Strategy* service in order to build a complete, integrated leadership development system.