

**HIGH PERFORMANCE LEADERSHIP TEAMS**

## The 5 Necessities of a High Performance Leadership Team

**Program Overview**

Whether a new team, new team members, or a seasoned leadership team, an effective and cohesive leadership team is an absolute must to survive in the current business environment and sustain growth in any organization. High performing teams don't just happen, they are created by a deliberate and progressive build based on 5 necessities.

This 1 day (or 2 day optional) leadership workshop explains each of the 5 Necessities of a High Performance Leadership Team, their characteristics, failure modes, and engages with the leadership team to develop sustainable actions and habits to drive improvements in identified areas of opportunity.

Although this program is designed for senior level leadership teams, it is equally effective for mid-level teams. Whether integrated with a larger diverse agenda, or as a stand-alone workshop, The 5 Necessities of a High Performance Leadership Team provides a great opportunity for leaders with a variety of experience levels to understand the characteristics of high performing leadership teams, learn key concepts and techniques, and immediately apply what they have learned with their teams through sustainable and habit forming methods.

**Program Details****Prior to Workshop:**

- Approximately one month before the workshop, all leaders will complete a 25 question on-line survey. The survey is based on the 5 Necessities and provides a baseline and indication of current level of team performance.
- Two-three weeks before the workshop, HPL coaches will conduct 1:1 interview with each leader to conduct a deeper dive into any "Potential issue" or "Needs Attention" findings from the survey.
- One-two weeks before the workshop, HPL coaches will meet with the team leader to provide a report detailing the findings of the survey and the 1:1 interviews together with identification of the recommended opportunities of focus for the team during the workshop. Input and feedback from the team leaders will then be utilized to finalize the workshop agenda.

**During the Workshop:**

- The 5 Necessities of a High Performance Leadership Team will be explained in detail. This includes the definition, key characteristics, and failure modes of each Necessity. The progressive build and integration of each Necessity will also be explained.
- The results of the survey and 1:1 interviews will be presented to the team together with recommended improvement opportunities.
- Key tools and methods will be presented by HPL to the team to provide leadership development of the concepts to drive improvement in each of the 5 Necessities.
- HPL coaches will facilitate a working session with the leaders to identify, prioritize and develop an action plan to address opportunities in 1 – 3 of the 5 Necessities. The actual number and areas of focus during the workshop is dependent upon the amount of time allocated for the workshop (1 or 2 days).

**Post Workshop:**

- Approximately one month following the workshop, HPL coaches will facilitate a 1- hour check-in with the full leadership team. The purpose of this meeting is for the owners of the action plans from the workshop to

## High Performance Leadership Teams – Outline

Developing High Performance Leaders

provide the full leadership team with a current status on progress. The update should include a status on the action plan, identify what aspects of the plan are working effectively, and where things are not proceeding as expected. HPL will facilitate a discussion, as necessary, to identify changes or additional actions required by the team.

### Program Options (additional fees apply):

- Additional check-ins over an agreed upon period of time to monitor and support the team with implementation and sustainment of the action plan.
- Follow-up survey 6 months or more post workshop to measure changes in team performance.
- Additional workshops to focus on remaining Necessities not covered in the initial workshop.

### Program Outcomes

- Baseline report detailing the current level of leadership team performance based on the 5 Necessities of a High Performance Leadership Team model.
- Stronger more cohesive team resulting from workshop experience and specific actions taken from the workshop.
- Leadership development in the 5 Necessities of a High Performance Leadership Team model and core concepts of high performance teams.
- A detailed action plan to drive improvements in areas of improvement opportunity.
- Higher level of team performance.

### Program Delivery

Being a team building style of program and the need for high participant engagement, in-person attendance and delivery of the program is recommended. However, virtual delivery is also effective using Zoom and Mural, if a virtual delivery method is preferred.

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