



Winning the Super Bowl with a high-performance team

What sets apart the winning team of the Super Bowl from all other football teams? What characteristics do the Super Bowl champions have that helped them achieve their goal of winning? Being a high-performing team is not accomplished by sheer luck or hard work alone. Do you consider your team at work a high-performing team or a dysfunctional group?

There are a number of key elements that set a high-performing team apart. High-performance teams learn and demonstrate behaviors not exhibited by most teams. Typically, in business, a high-performing team is used either to make dramatic improvements within processes or to implement any significant business purpose in a very quick time frame.

Coaching

Coaches play an essential role in the development of high-performance teams as well as in the selection process of those on the team. Developing a diverse team will more likely help to achieve a team with the whole array of thinking, action and results involved for a successful outcome. Motivation is likely to remain consistently high when team members can focus on areas of work they enjoy.

Coaches teach the essential elements of the high-performance team and establish the initial team goals. The coach helps the team to get organized and will need to teach the team how to trust, respect and support each other. Support includes not only being there for each other but also helping each other out even when it is not requested. The coach facilitates effective interaction in such a way as to ensure good problem solving; thinking outside the box and comfort zone; working together and using language to build trust; encouraging forward thinking; and creating energy within the team. Further, the coach promotes problem solving and allows the team to take ownership of finding effective solutions, which, in part, create effective team structure. Key leadership attributes of a coach include being an effective communicator, defining the goal, asking good questions, talking about tough subjects, being sincere and genuine, following through on commitments, dealing with non-performing team members in a timely manner and, most importantly, listening. They have fun, but not at the expense of others, are confident and dependable.

Selecting team members

Selecting the right team members

for a high-performing team is imperative and should be carefully thought out. You need a blend of leaders and influencers as well as cross-functional members with varied backgrounds and experiences. The team, to a large degree, is self-directed and empowered to make decisions. The team will develop crucial processes and a framework, which the team will work within to achieve goals efficiently and effectively. A high-performance team will usually have a process owner. The process owner will

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coordinate the team's activities and is the communication interface with those outside of the team. When a team has problems, the effective process owner will focus on the team structure before focusing on individuals.

Understanding the mission

Often, what sets a high-performance team apart from a working group in an organization is the entire high-performing team clearly understands and accepts the shared mission or goal and remains solely focused on accomplishing this goal. The goal is simple, clear, measurable and relevant. Each team member understands the value and relevancy of each team member's contribution and how it is crucial to overall success. A high-performing team gets the big picture, the overall mission.

Recognize key milestones, celebrate success

Recognizing efforts and successful results, in the most appropriate manner, is a way to maintain high-performance levels.

Review and learn

It is important to review major results and share these across the business. Document the outcome so there is a history of "lessons learned."

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