

Team Effectiveness

Enabling & sustaining high performing teams

This programme has been designed to create high performing teams that combine individual strengths and effective working practices to create successful and agile groups.

LHH's Team Effectiveness is a series of individual and team sessions designed to connect team members around a shared purpose, strengthen a sense of belonging and learn how to operate as a high performing team.



Enhancing teams for success

All teams are unique, and with this uniqueness comes a nuanced set of obstacles that can impede success.

Competing priorities, values and personalities can all present challenges to achieving a truly cohesive and collaborative team.

The flexibility of LHH's Team Effectiveness programme ensures that delivery is moulded to the team's specific requirements to give each individual the skills and understanding they need to become a more effective team player.

The programme is underpinned by three core principles that have been identified as the foundations to high performing teams.

The importance of connectedness

Belonging is at the heart of our approach with the importance of team member connection, trust and psychological safety being the bedrock of positive team dynamics.

For a team to be truly successful, conflict, creativity and awareness of a person's contribution to the team requires them to feel like they belong.

Purpose, articulating, agreeing & understanding the why

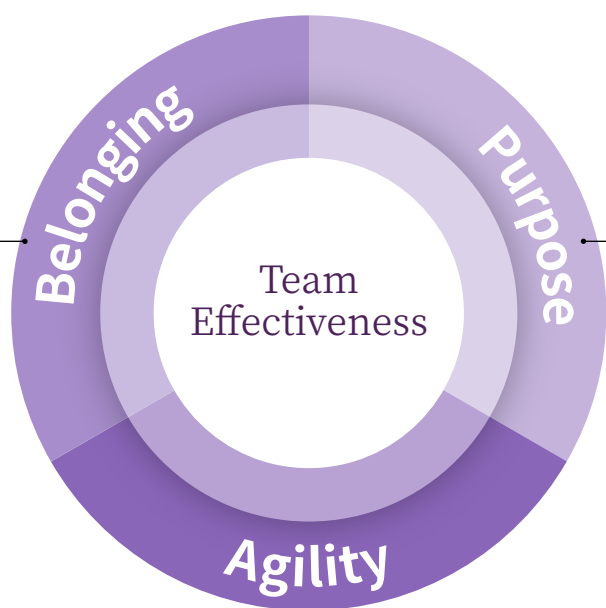
Creating common ground, shared values and a collective purpose between people in groups can lead to a laser focus on what the team is there to achieve.

Teams need to be able to articulate, agree and understand their purpose in order to be effective and to successfully navigate the challenges of the modern workplace.

Agility: Cultivating an environment for adaptive dexterity

Enabling teams to learn and unlearn will allow them to be quicker and more flexible in responding to challenges.

For agility to exist, teams must have a sense of belonging and be clear about their purpose. Reviewing past successes and failures helps team members become more open to different ideas on improving the performance of their team.



Why team effectiveness and why now?



Many employees work experiences are altering due to changes in workplace practices, expectations, work complexity and pace.

Having a strong sense of belonging with a team can positively influence a person's sense of belonging within the organisation. An enhanced team climate can reduce isolation, promote a diversity of thought, candour and creative problem solving.

With many businesses experiencing recent organisational change, or plan to change in the next few years, improved team engagement can help organisation transformation efforts through quicker sensemaking and better collective responsibility for results.

LHH's Team Effectiveness programme is a series of working sessions blended with regular individual and team interventions designed to:

- ▶ Strengthen a team member's sense of belonging within the group
- ▶ Apply new behaviours to the team's work flow to develop new habits that will deliver and sustain high performance
- ▶ Create an agile team who are committed to delivering a shared purpose

Who will benefit from attending

- ▶ A new team or new team leader at the front or mid-level that needs to work together for success
- ▶ A team that works well together already, but needs a boost to strive and grow
- ▶ A team that is struggling to align on common goals and needs to enhance their team dynamics
- ▶ A senior leadership team or a mission critical team that needs alignment.

Team Effectiveness journey

LHH's Team Effectiveness journey is comprised of a number of components, all aimed to prompt individual and team reflection and discussion.

Teams are encouraged to identify what is working well and what needs to change, with a key output being the commitments the team agree on. We support the team to apply the commitments in the day to day flow of work, resulting in what becomes their new team habits to drive performance.

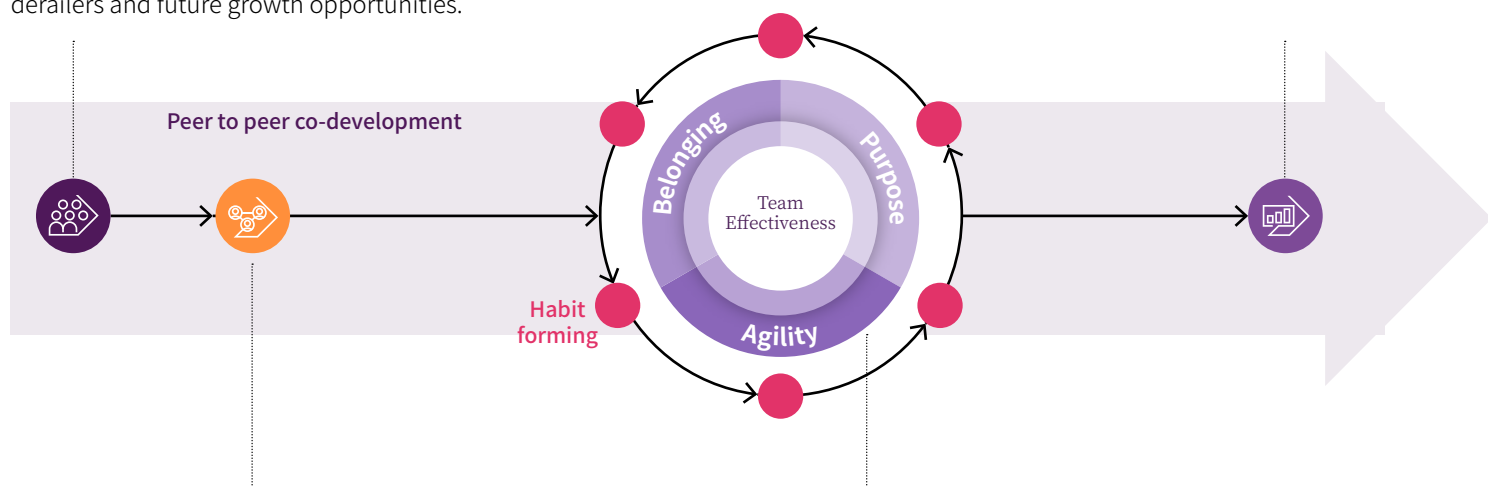
The flexible delivery method ensures that each journey is bespoke to your team, enabling components to be moved around to best suit the goals of the team members.

Team Diagnostics

Individual and team assessments conducted to identify strengths, team dynamics, derailers and future growth opportunities.

Team Diagnostic Progress Measure

Team members retake the diagnostic to identify progress, changes and insights.



Leader & Team Alignment

Leader alignment prepares the team leader to interpret the team perspective and identify priorities for the team. Team alignment shares the diagnostics results and a team effectiveness journey is agreed.

Leader & team working sessions with team coaching

Learn: Contextualized facilitated team working sessions based on identified needs
Apply: Team agree their commitments to apply in the flow of work and experiment with the changes
Connect & Reflect: Team coaching drives team behaviours to realise agreed commitments

● Habit forming

The team agrees to adopt new habits to the flow of their work and experiment with the changes. Team coaching helps the team achieve behavioural change and realise the commitments they have agreed to.



More information

To discover more about LHH's Team Effectiveness solution call 020 3966 3524 or UKSD@LHH.com