

INTRODUCTION

MODULE 9

Building Peak Performance Teams

All work is done by teams. Your ability to assemble and manage a high performance team of motivated individuals is the key to your value and effectiveness as an executive at every stage of your career.

Team dynamics and group processes have been studied extensively, at a cost of millions of dollars, involving thousands of people. Today we know more about how you can put together a winning team than we have ever known before.

Just as you use a recipe to prepare a dish in the kitchen, there is a specific recipe that has been proven to work in assembling a self-directed work team. When you apply these ideas and principles on a regular basis, until they become habitual and automatic, you will get far greater results from your people than you ever imagined possible.

In this program, you will learn how to get the very most out of your team and out of each person on that team.

“Power and influence

derive from the

ability to help or

hurt others.”

WHAT YOU WILL LEARN IN THIS SESSION

“Leaders take the
time to teach junior
employees how to
do the job well.”

1. All work is done by teams;
2. The four types of team members;
3. The two basic needs of each employee;
4. The four most powerful motivators;
5. The results of studies of teams worldwide;
6. The importance of shared values and beliefs;
7. Agreeing on basic operating beliefs and principles;
8. Developing shared plans of action;
9. Management by responsibility;
10. The role of the leader;
11. The need for continuous evaluation and appraisal;
12. The importance of harmony;
13. The performance appraisal method.