Is your team high performing?

(….and what to do about it)

3 December 2013

Article summary

Based on work done by the Centre for High Performance (CfHP) this article looks at what differentiates high performing teams from mediocre ones.

High-Performance Research

The Center for High Performance believes that high performance starts with the work environment.

To determine the specific characteristics that are necessary in a high-performance work environment, CfHP conducted a study of more than 3,000 knowledge workers around the world. The study–the largest and most in-depth of its kind–identified a global standard for high performance based on 45 work-environment attributes. Workgroups that scored high on these attributes not only made money for their companies and drove innovation; they also were "talent magnets" for the best and brightest.

- See more at: http://www.centerforhighperformance.com/about/high-performance-research/#sthash.KzAKRCUv.dpuf

What defines a high performing team?

The study found a global standard–three characteristics that consistently distinguish high-performing workgroups around the world. They are:
- valuing people
- optimizing critical thinking, and
- seizing opportunities.

What characteristics are present in High Performing teams globally?

Based on the study, it found the following key characteristics in high performing teams, regardless of their location, industry, sector or type of business.

1. People in group feel valued
2. Its fun to be part of the group
3. The group makes use of the highest and best talents of its employees
4. The group works to retain the best people
5. People understand how their work fits the goals of the group

6. The group leader promotes high performance by his example

7. Important information about the state of the business is shared with everyone

8. The group continually looks for ways to work more efficiently

9. Information is freely exchanged in the work group

10. Work group turns problems into opportunities

11. New ideas are constantly sought

12. Learning is rewarded

13. The group adapts quickly to changes in the environment

14. New ideas are tried

15. Mistakes are seen as opportunities to learn

Is your team high performing?

Do you want to know if your team is high performing?

Ask them to take the survey here:

https://www.surveymonkey.com/s/CenterforHighPerformance

What next?

Based on your findings, what can you start doing, starting with right now to help your team become high performing?

In developing your strategy, use the following to guide you:

- Set a clear goal

- Define how you will meet it (what will you start to do, stop doing or continue to do?)

- How will you hold yourself accountable to meet it (e.g a weekly email? A laminated pocket card?, a post it note to remind you daily?)

About the Writer

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