



# The Science of High Performing Teams

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## This session is eligible for 1 Continuing Education Hour

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- Attend 90% of the session
- Fill out the online evaluation







## Agenda

- Warm up question
- Defining Well Performing Teams
- Team Lifecycle & Interventions
- Team Performance Snapshot (TPS)
- Apply TPS to your teams

## Warm Up Question

Think about the best team you have worked on. What was it about the team that made it so great?

## Defining Team

Persons associated in some joint action

Two or more people working together for some purpose, to achieve some goal



## Importance of Effective Teams



Employee Performance  
& Resilience



Employee Retention & Engagement



Business Revenue  
& Performance



## 4 Pillars of High Performing Teams

Trust & Psychological Safety



76% more engaged

Cognitive Diversity  
& Inclusion



better decision making 87% of the time

Effective Communication



70% project failures due to misalignment

Resilience  
& Adaptability



recover 2x as quickly from adversity



Teams are made up  
of humans



Effective teams have  
effective humans





**Team effectiveness is determined by how well individuals interact with each other**

## Team Frameworks

### 01 Stages of Team Growth

How teams evolve over time

### 02 5 Dysfunctions of a Team

Identifying where teams are struggling

### 03 External Conditions

Setting up teams for success

### 04 Internal Conditions

Productive team dynamics

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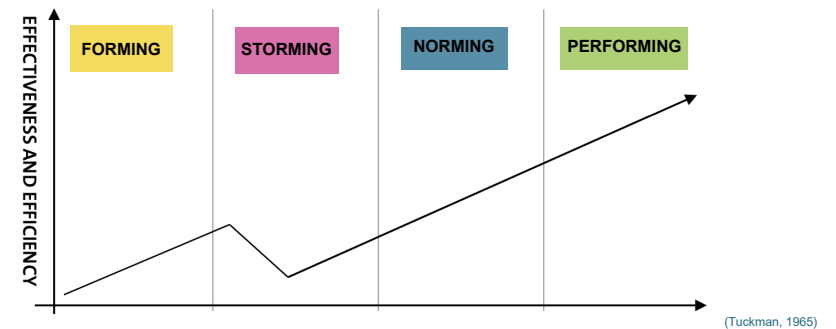
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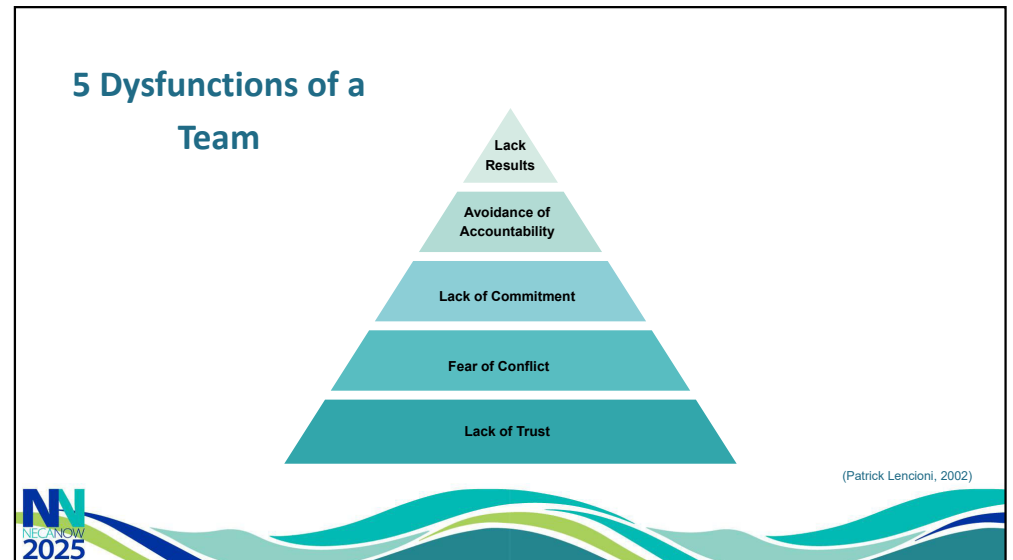
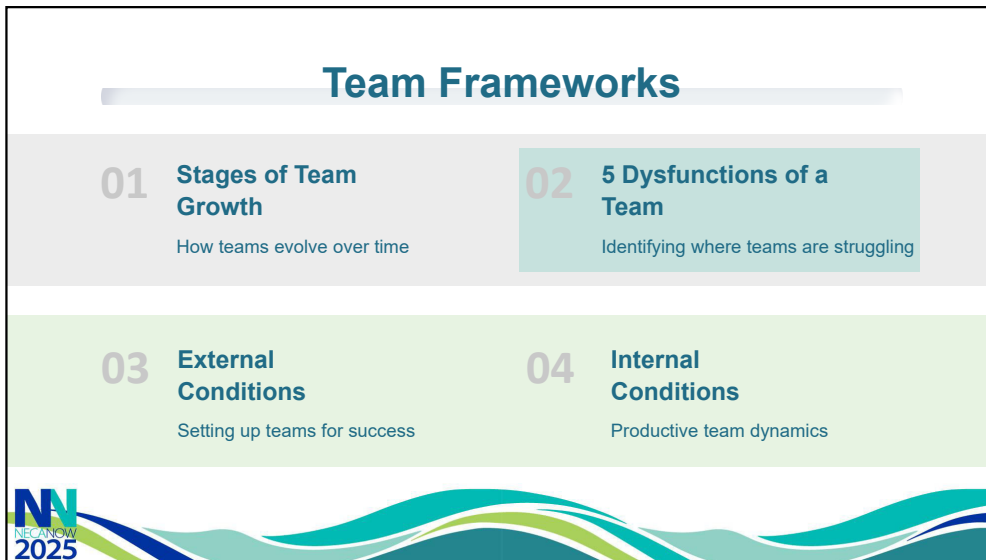
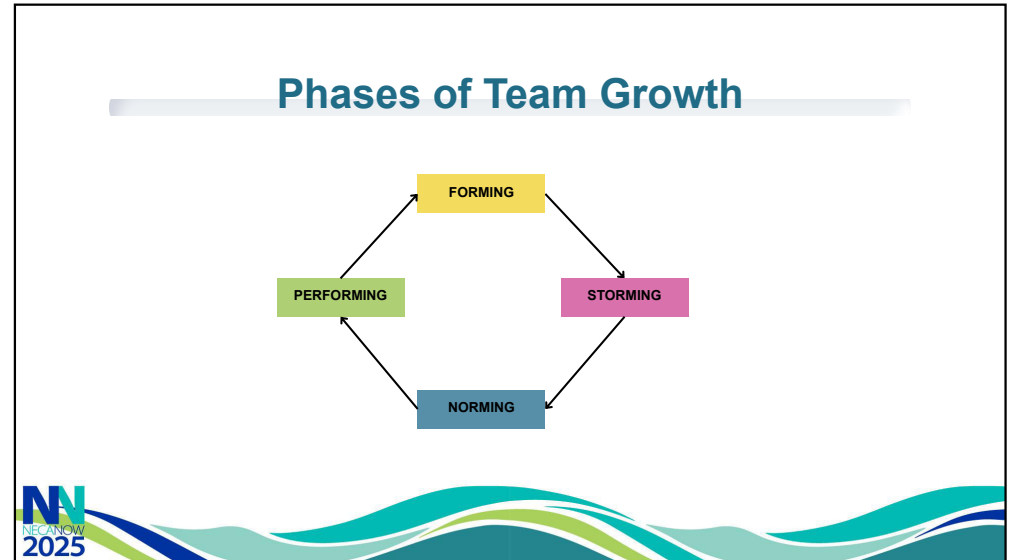
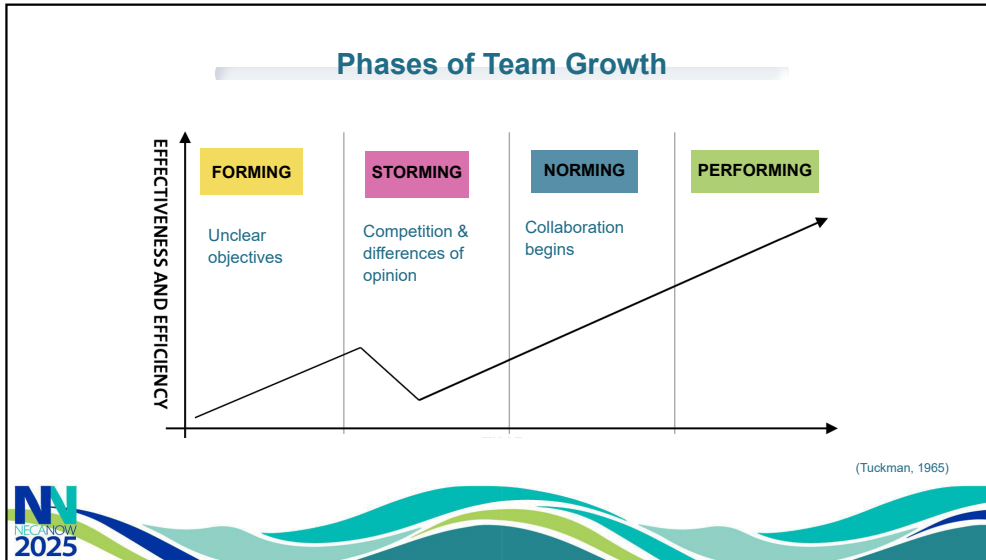
Setting up teams for success

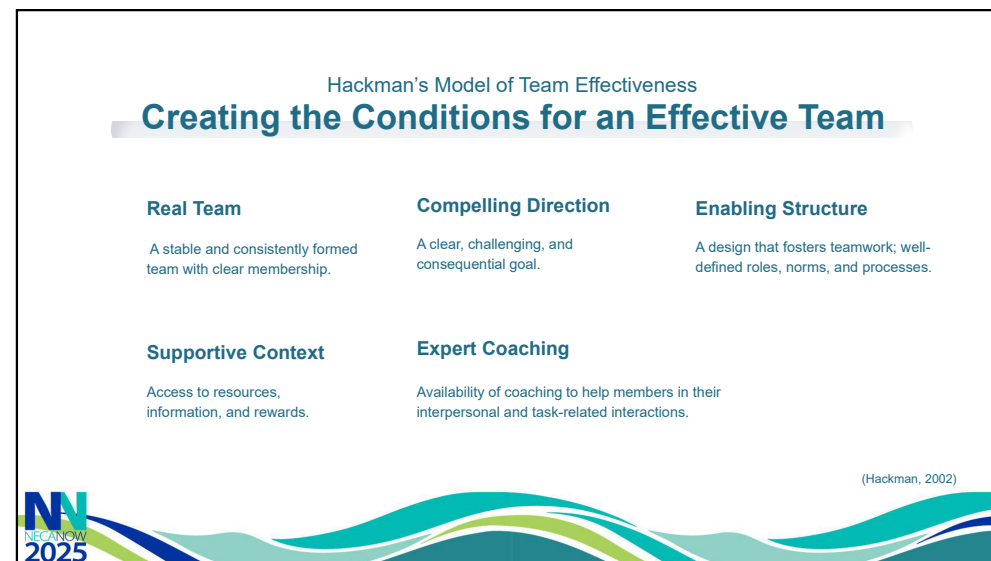
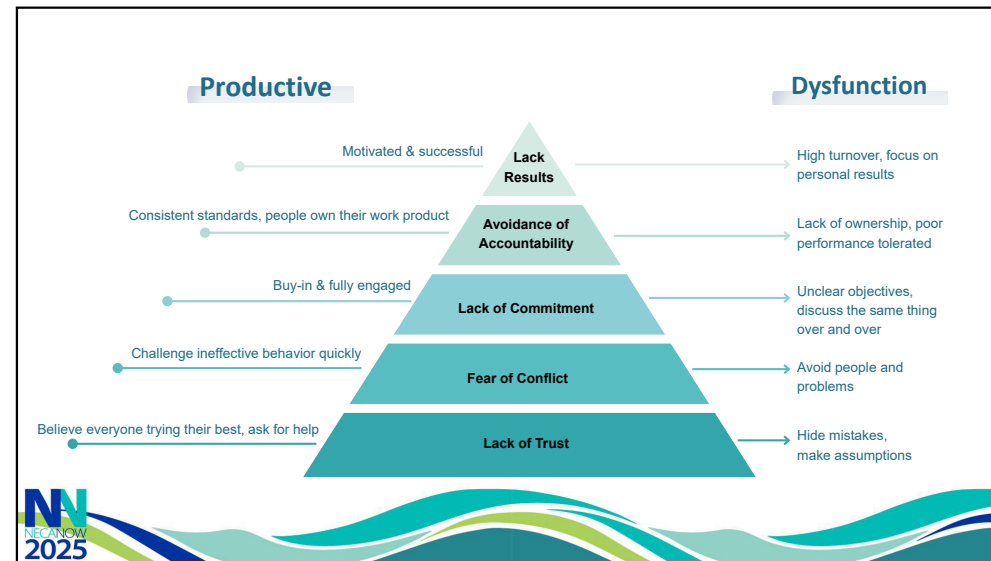
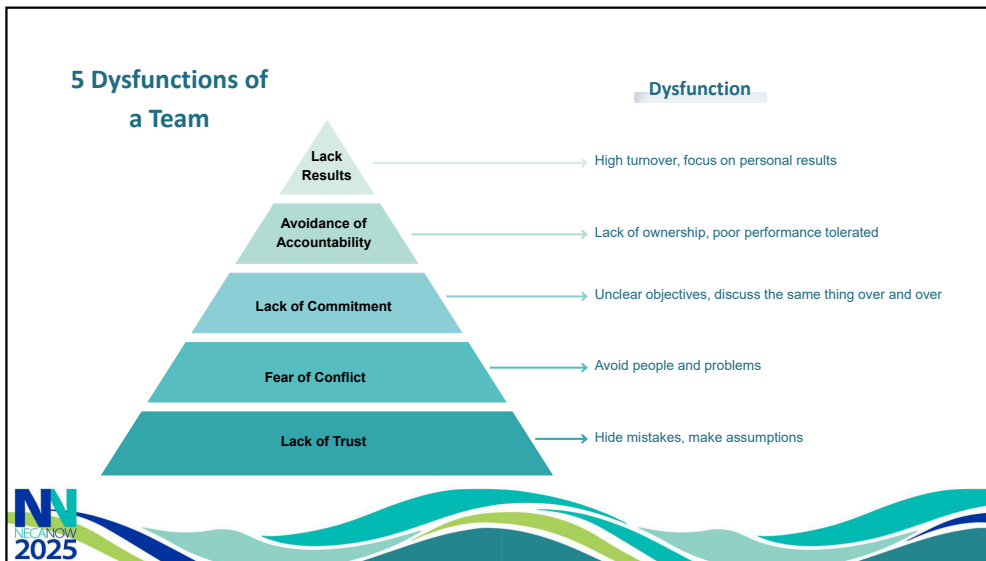
### 04 Internal Conditions

Productive team dynamics

## Phases of Team Growth







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Key Interpersonal Interactions & Behaviors

## Internal Conditions for an Effective Team

### Psychological Safety

Feel safe enough with each other to take risks & be vulnerable.

### Dependability

Can rely on each other to get high quality work done on time.

### Structure & Clarity

Clear roles & responsibilities; what each member is expected to do and not do.

### Meaning

Find personal significance in the work.

### Impact

Believe work matters and makes a difference.



Science of High-Performing Teams

## Integrated into a Single Framework

### 01 Stages of Team Growth

### 02 5 Dysfunctions of a Team

### 03 External Conditions

### 04 Internal Conditions



Team Performance Snapshot (TPS)



Team Performance Snapshot

## TPS Model



### Alignment & Ownership

Shared understanding of responsibilities



### Accountability & Growth

Quickly, directly, respectfully



### Trust & Psychological Safety

Dependable and safe to be vulnerable



### Momentum & Adaptability

Not derailed by challenge or change



### Decision-Making & Collaboration

Transparent information and efficient dialogue



## How To Use the Team Performance Snapshot

- 01 Identify**  
Evaluate team effectiveness on each dimension of the TPS to identify strengths and opportunities for improvement.
- 02 Plan**  
Identify how to make the most impactful change on your team based on leveraging existing strengths and targeted interventions.
- 03 Implement**  
Facilitate the action plan with your team and monitor progress to identify areas of change and areas of need.

## The Science of High Performing Teams



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Get in Touch



## Alignment & Ownership

- Team members understand the roles and responsibilities of their team members.
- Goals are clearly defined, measurable, and aligned with organizational objectives.
- There is a shared understanding of team priorities.



## Trust & Psychological Safety

- Team members feel comfortable voicing opinions, concerns, and asking for help.
- Mistakes are viewed as learning opportunities, and individuals feel safe to take risks.
- Team members actively support one another, especially in difficult situations.
- Team members view each other to be reliable and competent.



## Decision Making & Collaboration

- Decisions are made efficiently and communicated clearly with effective tools.
- Information is shared openly, establishing accountability and alignment.
- Open dialogue is encouraged, and different perspectives are readily included in decision making.
- Team meetings and check-ins are productive and action-oriented.



## Accountability & Growth

- Conflicts are addressed constructively and do not fester.
- Constructive feedback is actionable, provided regularly, and received well.
- There are structured processes in place for continuous improvement, and feedback is acted upon.



## Momentum & Adaptability

- The team is not derailed by challenges or change, shifting strategies when necessary to meet evolving demands.
- The team learns from past mistakes and applies lessons to creatively improve future performance.

