Today's Topic
HOW TO CULTIVATE, LEAD AND MANAGE A HIGH-PERFORMING TEAM
Brian A.M. Green

Let's get started!

WHAT MAKES A HIGH-PERFORMING TEAM?

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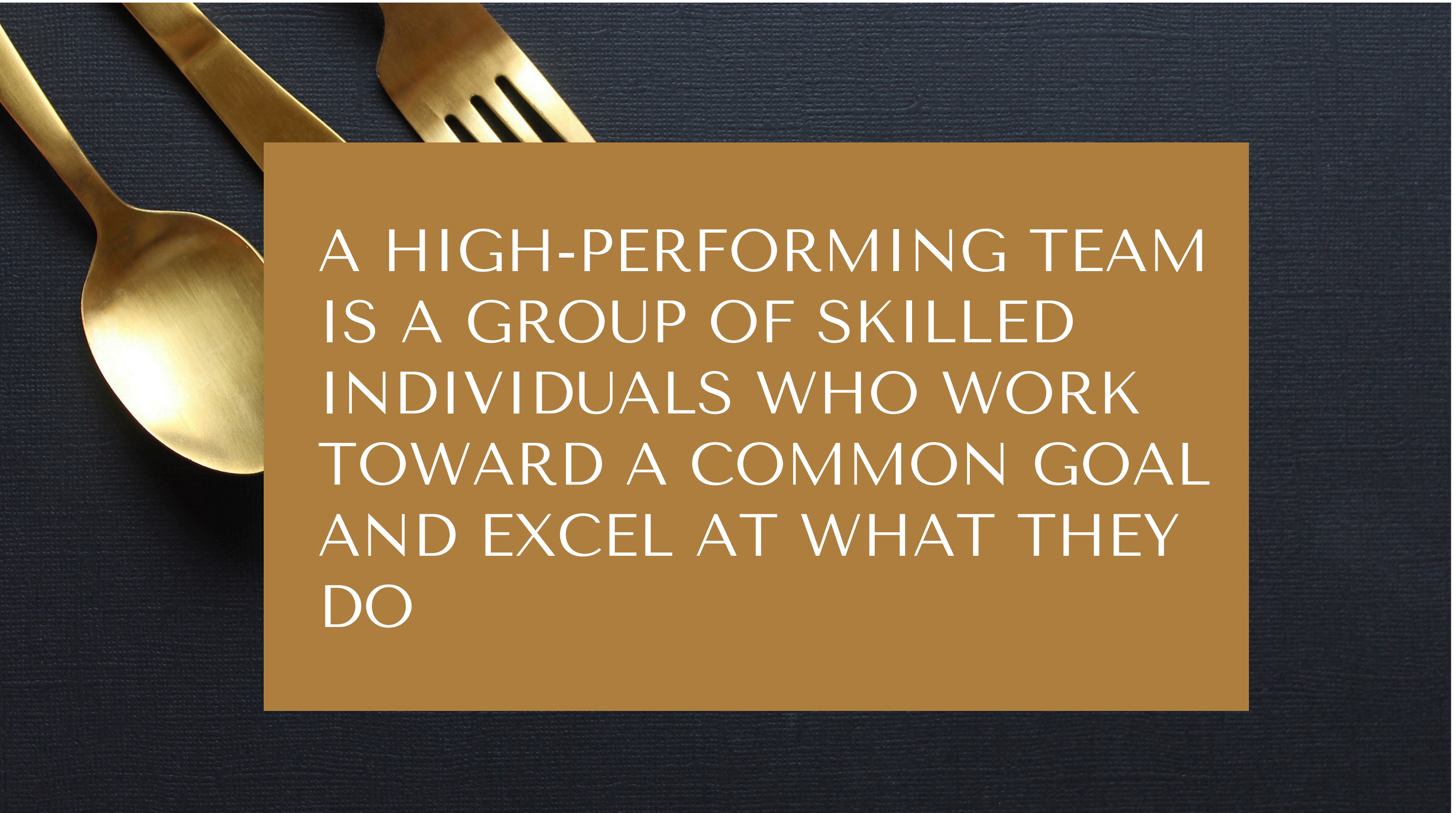
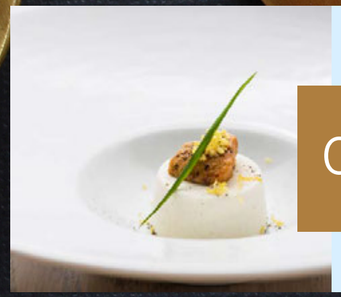

A HIGH-PERFORMING TEAM IS A GROUP OF SKILLED INDIVIDUALS WHO WORK TOWARD A COMMON GOAL AND EXCEL AT WHAT THEY DO

WHAT YOU NEED TO KNOW

01

Individual success is great in a team but, while still highly sought-after, can’t compete with a high-performing team.



02

Putting together individuals with diverse skills isn’t enough to build a high-performing team.

03

What you see on paper for each team member won’t translate perfectly to their ability to collaborate effectively.

Fail Example
MOVIE:
ALEXANDER
COLIN FARRELL, ANGELINA JOLIE,
VAL KILMER, JARED LETO
ANTHONY HOPKINS
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8 CHARACTERISTICS OF A HIGH PERFORMING TEAM

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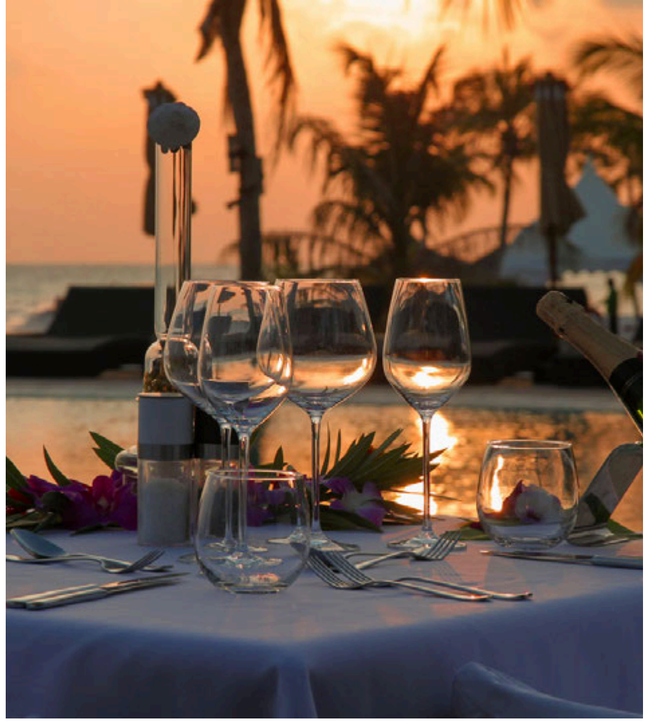


CLEAR EXPECTATIONS AND VISION

- Having specific objectives and defined expectations enables teams to focus their efforts on a shared goal.

- These transparent goals should be on both an individual and a team level. The group has clear objectives, but all sub-objectives for each team member are also defined.

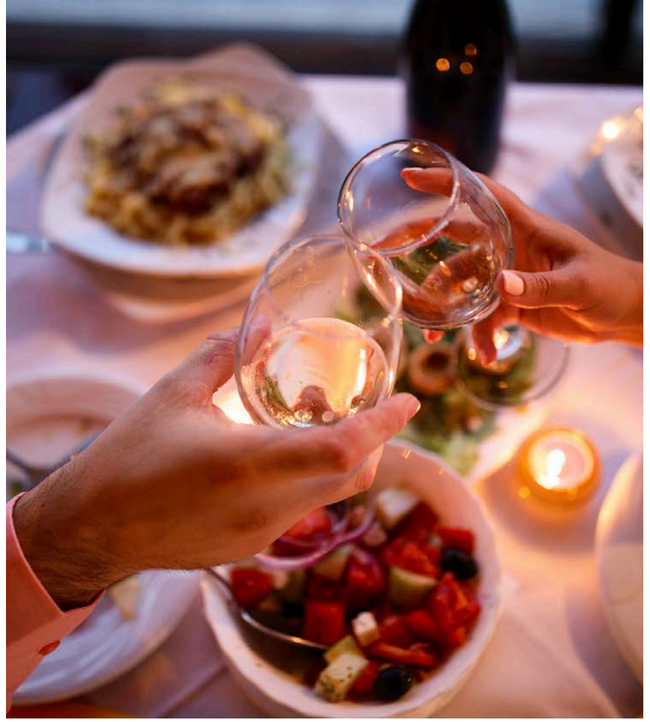
- These goals should align with the company’s overall vision.

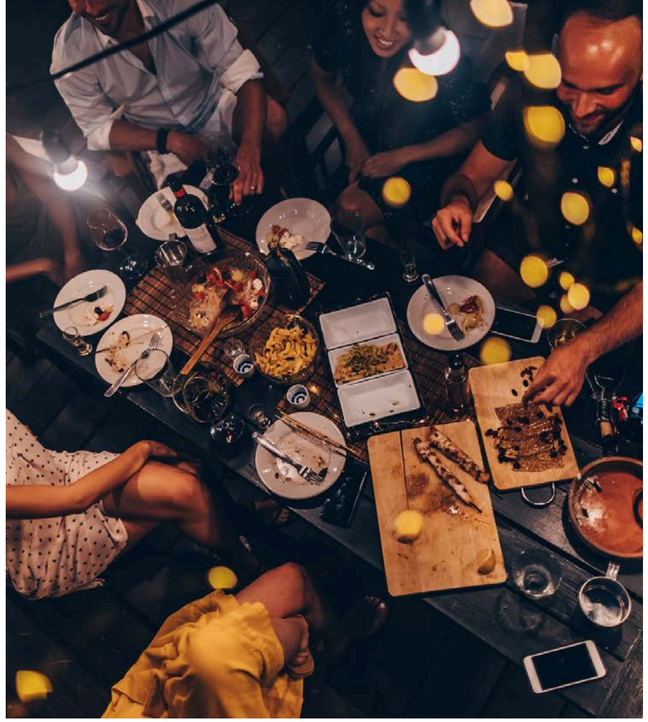
- This enables teams to better execute their objectives and brings them closer to the organization and its culture

COMMITMENT AND MOTIVATION

- High-performing teams show a strong motivation to get the work done. They’re driven, willing, and committed to their goals.

- high-performing teams are strongly committed to seeing projects through, take responsibility for their role, and strive to achieve the best possible outcomes.





A SUPPORTIVE ENVIRONMENT

- When you pit your team against each other - everyone loses

- A high-performing team is fueled by mutual respect and recognition among team members

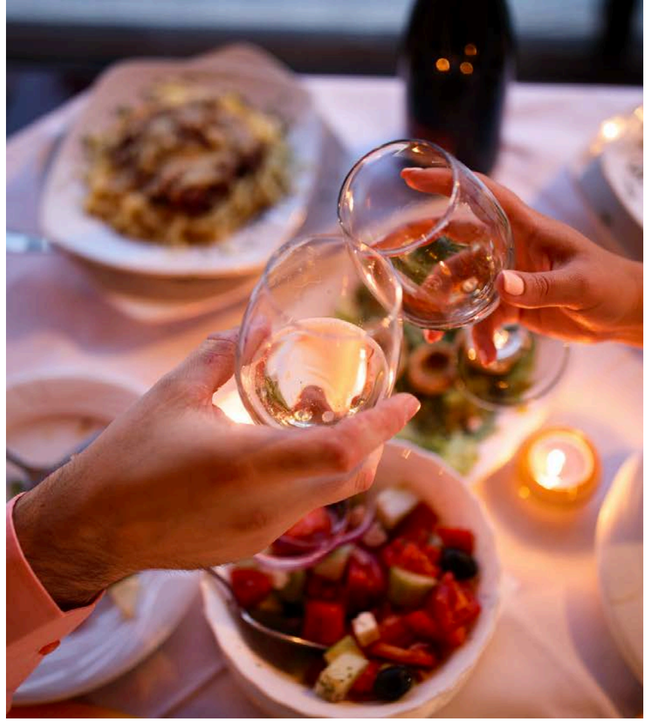
- Strong Leaders know that true success comes from collaboration and a strong respect for each other’s contributions.

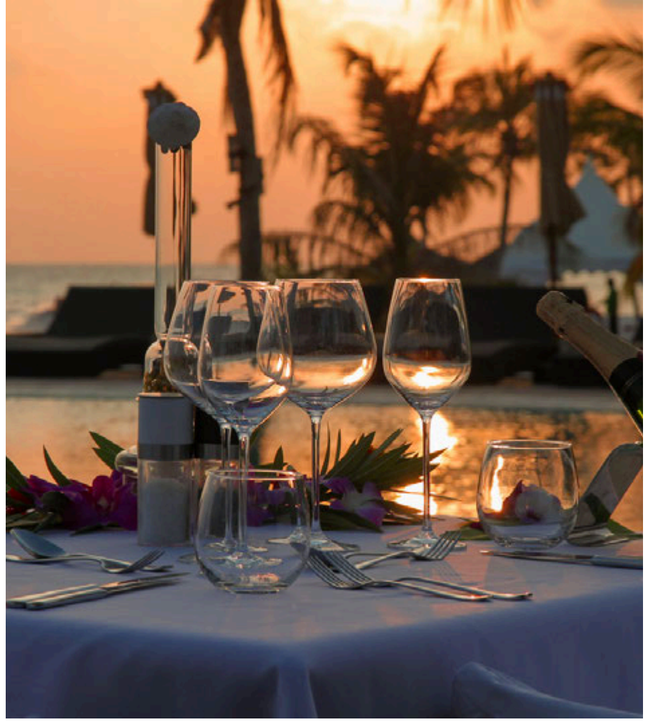
- Building Trust Within the Team
-
- Empowering Team Members

This means celebrating each other’s wins and helping each other overcome failure

DIVERSITY WINS!

- A great team can not be made up of copy-and-pasting the same person over and over again.
- A diverse range of perspectives, backgrounds, and opinions increases team creativity, opening their minds to new ideas and improving their problem-solving skills.
- Diversity makes a team thrive and succeed.





CLEAR COMMUNICATION

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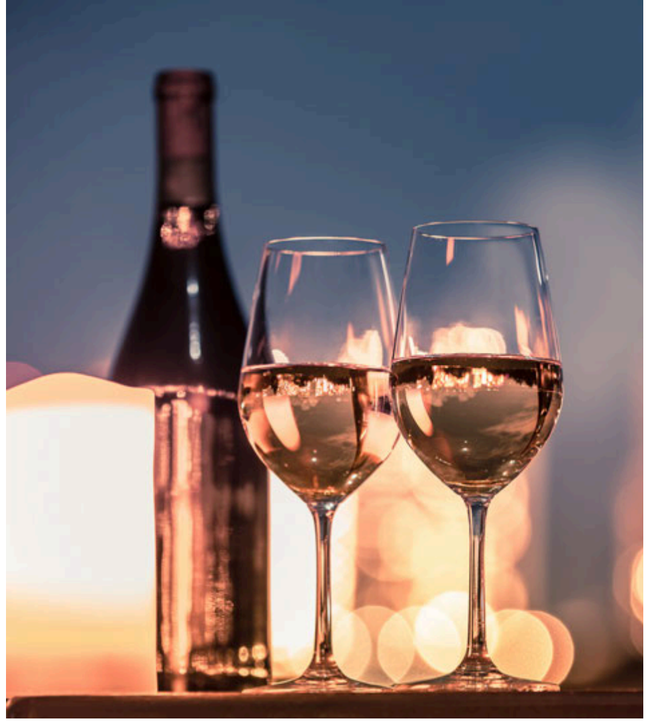
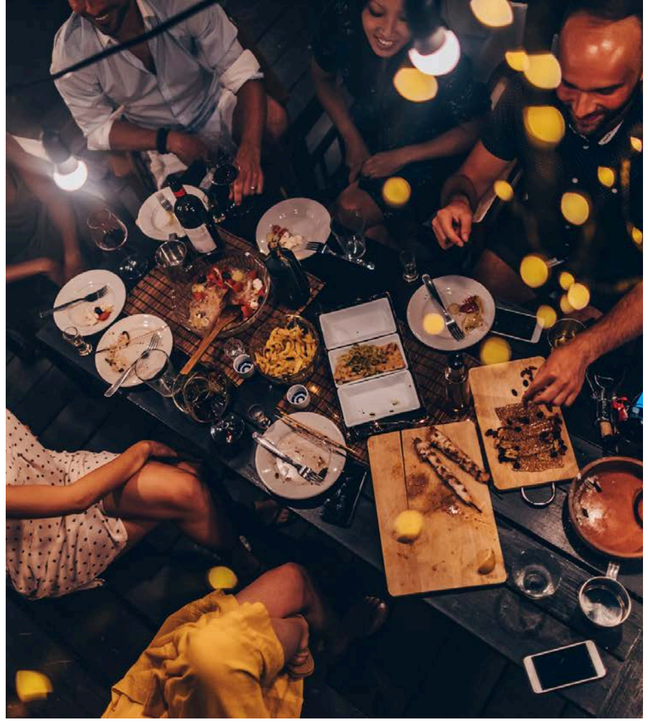
CREATE ENVIRONMENT OF CONTINUOUS IMPROVEMENT

- Environment of continuous improvement means the team is never “done” getting better and they know you are investing in their improvement

- Creating an environment where teams are excited to seek learning and development opportunities knowing they will be supported - *NACE Experience*

- It creates a team that becomes open to feedback





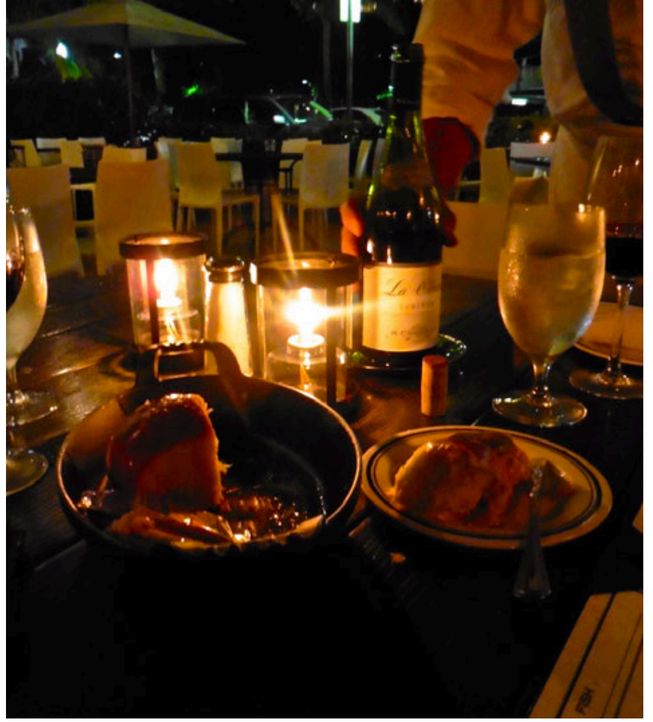
COLLABORATION AND WORKING WELL TOGETHER

- A team does not work together organically. You have to create the foundations for that to happen.
- When teammates understand how others work, they all work better together
- You need to pay extra attention to how each other works and how best you can complement them.
- With enough practice, any team can synchronize in impressive ways.

OUTSTANDING LEADERSHIP

- A team can’t be high-performing without a great leader
- Great leadership drives a team forward and inspires better performance.

Skills like conflict resolution, motivation, task delegation, and communication can make a good leader into an outstanding leader.



WHAT MAKES A GREAT LEADER?

Brian A.M. Green

LEADER SKILLS I

Motivating and Inspiring the Team

STEPS

- Understanding what motivates your team.
- Techniques to inspire and energize.
- Recognizing and rewarding achievements.

Managing Conflict Effectively

STEPS

- Identifying sources of conflict.
- Conflict resolution strategies.
- Maintaining a positive team environment.

Encouraging Innovation

STEPS

- Fostering an innovative mindset.
- Encouraging creative problem-solving.
- Providing resources for innovation.

Developing Leadership Skills in team

STEPS

- Identifying potential leaders within the team.
- Providing leadership training and mentorship.
- Encouraging a leadership mindset.

LEADER SKILLS II

Managing Remote Teams

STEPS

- Challenges of managing remote teams.
- Tools and techniques for remote collaboration.
- Maintaining engagement and productivity remotely.

Enhancing Team Resilience

STEPS

- Importance of resilience in high-performing teams.
- Strategies to build resilience.
- Supporting team members through challenges.

Celebrating Successes

STEPS

- Recognizing team achievements.
- Celebrating milestones and successes.
- Creating a positive and motivating atmosphere.

Fostering Collaboration

STEPS

- Encouraging a collaborative environment.
- Benefits of cross-functional teams.
- Tools to enhance collaboration.

THE BENEFITS A HIGH-PERFORMING TEAM

BENEFITS!
BENEFITS!
BENEFITS!

01

HIGHER TRUST, LOYALTY, AND RETENTION

Is non-negotiable, and a high-performing team increases overall commitment and loyalty

02

HIGHER INNOVATION AND CREATIVITY

A team that supports itself opens the door for more creativity, encouraging innovation and growth

03

INCREASED ENGAGEMENT

High-performing teams are driven and motivated to achieve their goals, which means both their work and their colleagues engage them

04

REDUCED BURNOUT AND QUIET QUITTING

High-performing teams have a connection to their objectives and the organization, which reduces burnout and quiet quitting

BENFITS CONTINUED

01

DEVOTED TO THE BEST WORK OUTCOMES

02

PRODUCE HIGHER-QUALITY WORK, BUILD BETTER CLIENT RELATIONSHIPS

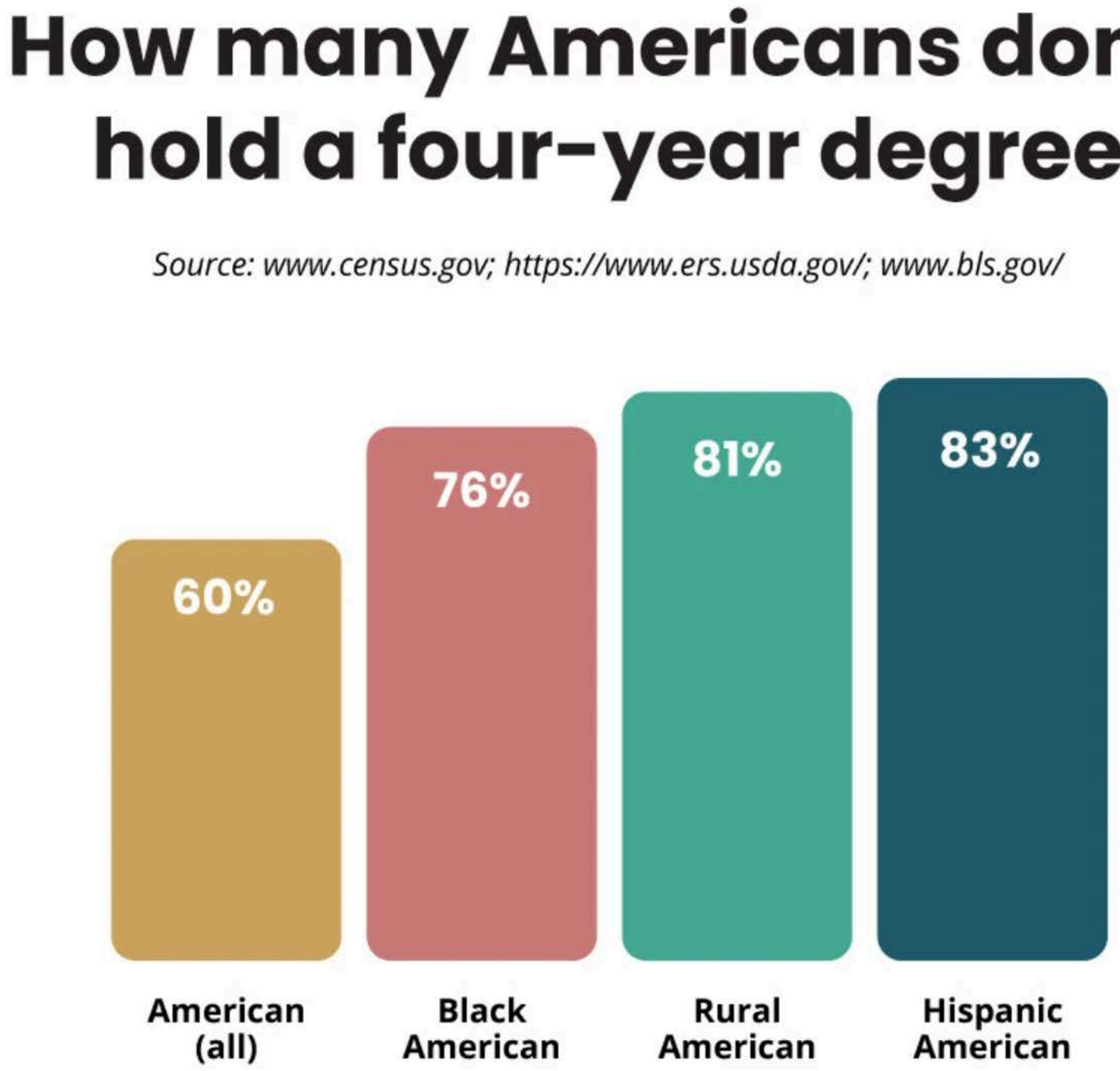
HOW TO BUILD A HIGH-PERFORMING TEAM

USE PERSONALITY & SKILLS-BASED HIRING TO BUILD THE PERFECT TEAM WITHOUT BIAS

Focusing on candidate personality and skills over certifications enables you to build a team based on capability

Certifications and strict job requirements exclude millions of capable candidates.

This means you can find team members who not only fulfill their role responsibilities but also complement one another.



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FOCUS ON DIVERSITY TO NURTURE A DYNAMIC TEAM

DIVERSITY BUILDS A STRONG TEAMS.

FACTS

- Diverse teams are more creative and innovative
- Gender-diverse companies are outperform other firms
- Ethnically diverse companies are 36% more likely to financially outperform

FACTS

- 80% of businesses in 2022 had a company goal of increasing diversity,
- 91% of employers saw an increase in workplace diversity through skills-based hiring
- A broad range of opinions and perspectives gives your team an edge that others simply can't have.

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FOSTER A POSITIVE WORK ENVIRONMENT AND COMPANY CULTURE

01 A positive work environment makes all the difference in your organization, and it’s directly tied to company culture

02 Company culture is one of the top job satisfaction factors

03 A thriving company culture that works well together and promotes a positive atmosphere is one of the most highly desired factors at work.

04 A study by MIT found that the biggest driver of turnover is a toxic corporate culture.

05 Prioritize culture add, not culture fit.

SET CLEAR GOALS & ROLES

STEP

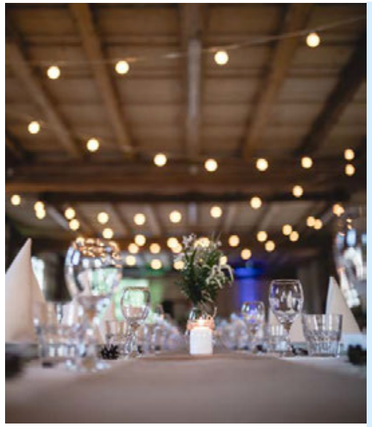
Your team needs clear goals, roles, and responsibilities to maintain focus and put effort into a common goal.

STEP

Clear, shared goals streamline a team’s performance and enable them to produce consistent, excellent quality.

STEP

Hiring for culture creates a common ground of values and motivation for your team



GIVE YOUR TEAM AUTONOMY

No one likes to be micromanaged.

Autonomy not only boosts efficiency, it also increases trust, self-confidence, and performance.

Four tips to increase autonomy in your team:

- Empower your team to make decisions
- Resist the urge to micromanage and helicopter
- Provide support and help only where needed
- Give employees the tools they need
- Encourage flexible policies, such as offering flexible work hours

When employees have independence, they feel like their contributions matter and that they have a stake in the company's success.

LEAD FROM THE TOP AND BE A HIGH-PERFORMING LEADER

- A high-performing leader is crucial to the creation of a high-performing team.
- Leading by example and practicing what you preach is one of the best ways to instill the right characteristics in your team.
- Every practice can be more effectively implemented when you lead by example
- Leader needs to adopt all these characteristics and actively display them
- Communicate well, resolve conflict, nurture a positive environment, and always seek improvement.

stats

147%
FINANCIAL PERFORMANCE

COMPANIES WITH HIGHLY ENGAGED TEAMS OUTPERFORM THEIR PEERS

2.5 TIMES MORE LIKELY TO OUTPERFORM THEIR PEERS FINANCIALLY

21%
ENGAGEMENT

THAT ENGAGED TEAMS SHOW 21% GREATER PROFITABILITY

HIGHLY ENGAGED TEAMS HAVE 59% LOWER TURNOVER RATES

41%
WORK PERFORMANCE

HIGH-PERFORMING TEAMS HAVE UP TO 41% FEWER QUALITY DEFECTS

ENGAGED EMPLOYEES SHOW 41% LOWER ABSENTEEISM

Questions
Brian A.M. Green

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GET IN TOUCH

Cell: 786-564-1557

hello@ByBrianGreen.com

www.ByBrianGreen

MY INSTAGRAM