

High Performing Teams

*Are you and your stakeholders striving to create and sustain **high-performing teams**?
Do you ever wonder why some teams are more successful than others?*

The future of work is evolving. Emerging technologies are reshaping modern workplaces and talent management strategies increasingly emphasise the development of soft and problem-solving skills. More work is being automated or performed remotely, with a greater reliance on freelancers and consultants.

Despite these fundamental shifts in the way we work, teams remain paramount to business success, irrespective of whether there is a high level of interaction between individuals or tasks are completed autonomously.

TMS has been researching teams for more than 30 years and identifies the following five categories of teams.

1. **Networks** are a collection of people who develop rapport individually and informally to benefit one another. Interactions may be face-to-face but are often virtual.
2. **Meetings** define temporary teams and involve representatives who work together to define and achieve goals.
3. **Collections** of individuals are people who typically share a manager, e.g. regional sales executives reporting to a sales manager.
4. **Groups**, or project teams, are typically formed to achieve a particular task and comprise individuals chosen for their complementary skills. Often groups have a short life and will disband when the objectives are fulfilled, e.g. a safety task force.

5. **Intact teams** are a group of people that, collectively, display clear team competencies. They differ from a 'group' in their ability to identify, prioritise and deliver solutions, as opposed to the maintaining a task-centric focus.

All of the above teams are capable of high-performance; however, Intact teams exhibit the highest degree of interdependence as a result of the close and collaborative interaction required. It is therefore unsurprising that Intact teams are also the ones where there is a high potential for negative interactions or conflict. Managing the different approaches of individuals is critical in order to maximise the synergy and contribution of team members.

The challenge of building high-performing teams

At TMS, we have found there are two crucial elements to manage in high-performing teams, which remain timeless, including:

1. The work itself - Types of Work
2. The people who are doing the work – dynamics in teams

Within a high-performance team, members are committed to the task, achieving an outcome and have a sense of purpose. However, just as crucial are the team members and the way they like to work.





High-performing teams consist of several essential elements, including but not limited to:

- An environment of collaboration
- The ability to interchange roles
- Systems for managing and resolving conflict
- Sense of mutual accountability
- Aligned work values and roles
- Participative and collaborative leadership
- Mutual trust

Building high-performing teams with the TMP

The Team Management Profile (TMP) is considered one of the world's leading psychometric profiling tools for personal, team and leadership development. The TMP delivers a framework for creating and sustaining high-performing teams.

The TMP is about learning and personal self-development. It identifies eight core work activities (Types of Work), mapped against four work preference measures (RIDO Scale). The two combine to create an individual's unique Team Management Profile. In high performing teams, all eight Types of Work activities are catered for while embracing individual member's work preferences. The advantages of understanding a team member's Profile include:

1. Being able to identify a person's strengths and work preferences
2. A greater self-awareness and strategies to improve performance

3. Helping people understand why they work the way they do

4. Providing a common language for teams to communicate with

5. Enabling leaders to successfully and confidently assign people to projects and tasks

6. Delivering objective, constructive and work-focused insights

When there is a clear understanding of the individual's preferred work preferences and all eight Types of Work are covered, teams can shift a gear into high performing sustainable performance that others aspire to be a part of.

Conclusion

Building and sustaining high-performing teams takes more than putting together people proficient at a task to work together. The first step must be investing in an understanding of people in your organisation. This can be achieved through the implementation of the TMP for individuals, teams and the broader organisation.

So, if you are operating in an environment where you or clients are seeking improved team effectiveness, greater understanding of team dynamics and opportunities for performance improvement, this simple and easy to implement Profile is affordable, agile and results driven.



Want to know more? Contact **Team Management Systems**

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