

# Creating a High-Performing Team

**nextlevel** – LEARN GROW COACH Event

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## Self Reflection:

- What are the 1-2 greatest challenges facing your organization right now?
- What's keeping you up at night?



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# Organizational Health

## Smart + Healthy

- Product Mgmt
  - Marketing
  - Finance
  - Technology
  - Operations
  - Strategy
- Minimal Politics
  - Minimal Confusion
  - High Morale
  - Low Turnover
  - Creativity
  - Increased Productivity

# Organizational Health

## Smart

- Product
- Marketing
- Finance
- Technology
- Strategy



## Healthy

- Minimal Politics
- Minimal Confusion
- High Morale
- Low Turnover
- Increased Productivity

**Build a Cohesive Team**

Inattention to **Results**

Avoidance of **Accountability**

Lack of **Commitment**

Fear of **Conflict**

Absence of **Trust**

1. Build a Cohesive Leadership Team

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a petrick hendron company

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**Build a Cohesive Team**

Results

Accountability

Commitment

Conflict

**Trust**

**Evaluate your team against the following:**

- Are your team members unguarded and genuine with one another?
- Do you admit your mistakes?
- Do you acknowledge weaknesses to one another?
- Do you ask for input regarding your area of responsibility?
- Can you comfortably discuss your personal lives with each other?

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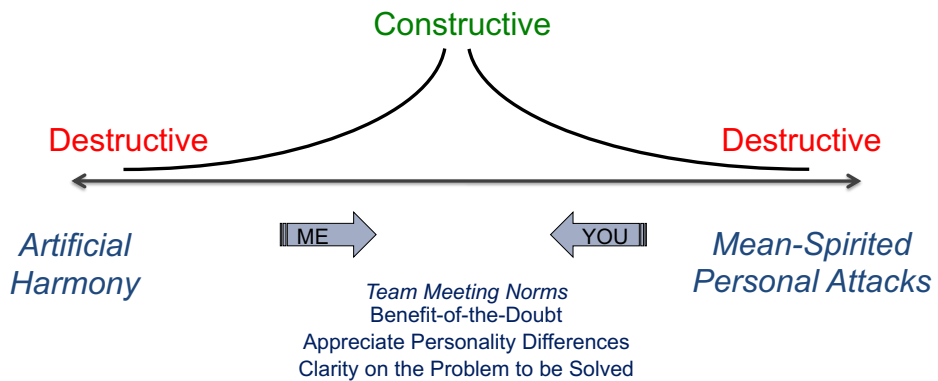
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### Mastering Healthy Conflict

- Conflict **without** Trust = **Politics**
- Wisdom of the Team
- Higher Quality Decisions
- Address **Realities** vs. Personalities

### The Conflict Continuum



# Organizational Health



## The Six Critical Questions

1. **Why Do We Exist?** (Core Purpose)
2. **How Do We Behave?** (Core Values)
3. **What Do We Do?** (Business Definition)
4. **How Will We Succeed?** (Strategic Anchors)
5. **What is Most Important, Right Now?** (Rallying Cry)
6. **Who Must Do What?** (Roles and Responsibilities)

2.  
Create  
Clarity

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### Self Reflection:

- Where do you, as the leader, **need to take action** right now?

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