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Mastering high-performance teams: Strategies for success

Nick Fewings,
Teamworkologist,
Ngagementworks

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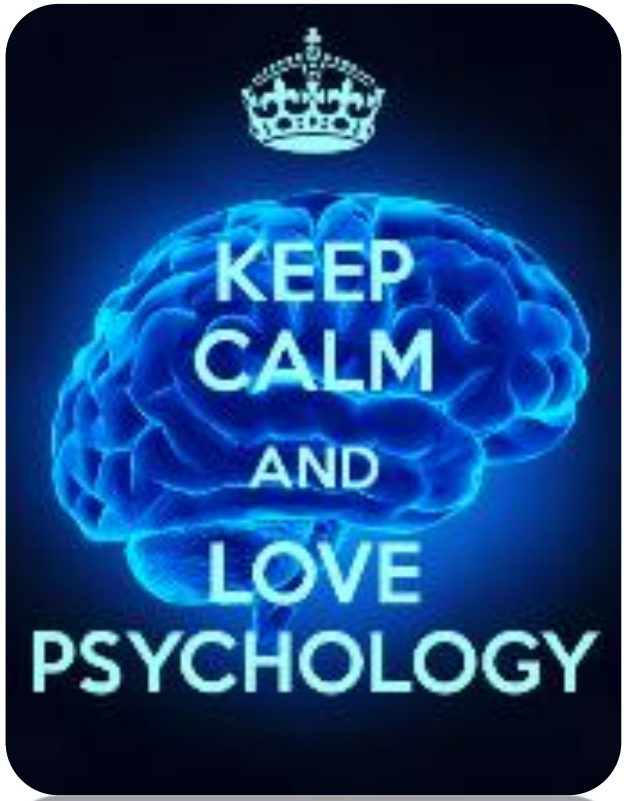
Teamworkologist

A person who studies
the dynamics of teamwork,
and uses this knowledge
to help teams become more effective,
and achieve greater success.

Nick Fewings
TEAMWORKOLOGIST

Ngagement Works
engage+motivate = transform+succeed



Team DyNAmics

"Great teamwork just doesn't happen.

It happens in teams that work at being great."

★★★★

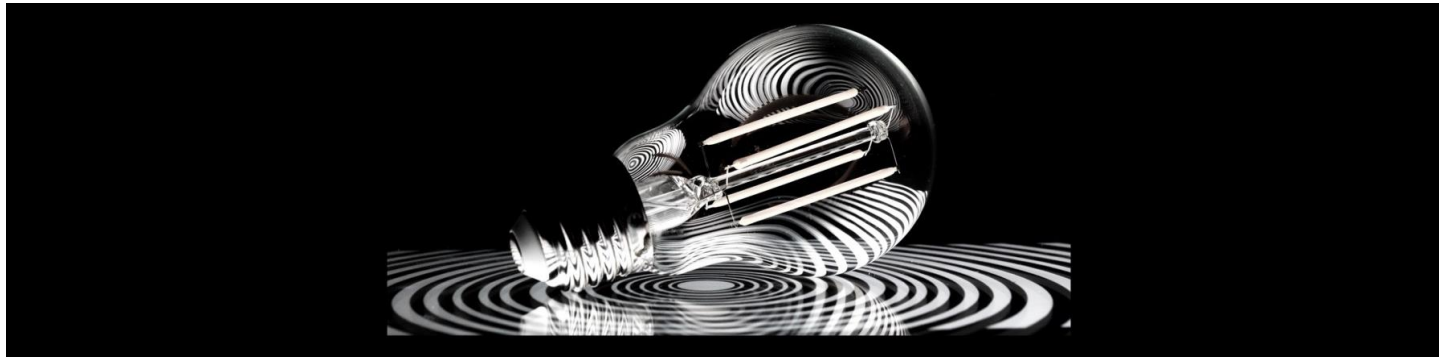
"It's not often that you get a chance to find a new book dedicated to teamwork – a subject that is so critical to group and corporate development.

So when Nick Fewings' book arrived, I was delighted to review it.

A formidable amount of work went into this book, and it's a nice book to own. I am holding onto my copy."

Richard Noble, OBE and Honorary Fellow of APM

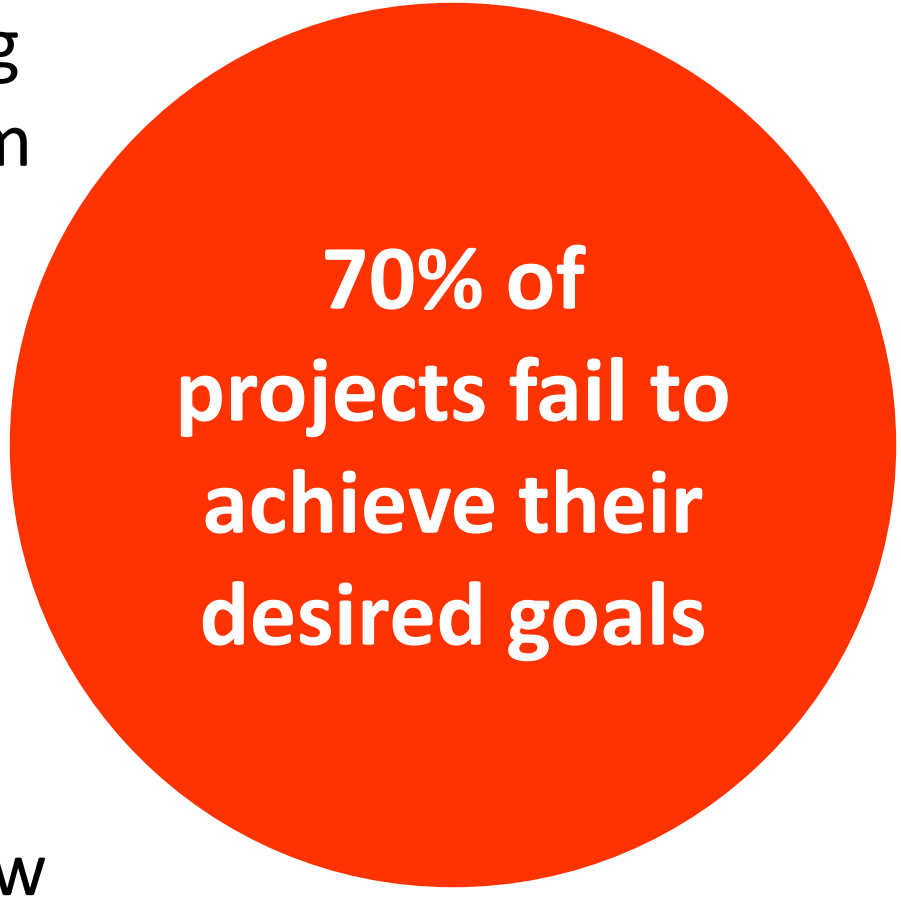
Holder of the land speed record in Thrust 2 (1987-1997) and Project Director of ThrustSSC, the vehicle which currently holds the land speed record.



- Understand the 3 top reasons why projects fail
- Find out what underpins the success of KPIs
- The importance of knowing HOW effective and efficient your teamwork is
- Suggestions from Team Lead Succeed to help you and your team achieve high-performance and greater success

WHO WANTS THEIR PROJECT TO SUCCEED?

#1 Poor understanding of the skills of the team



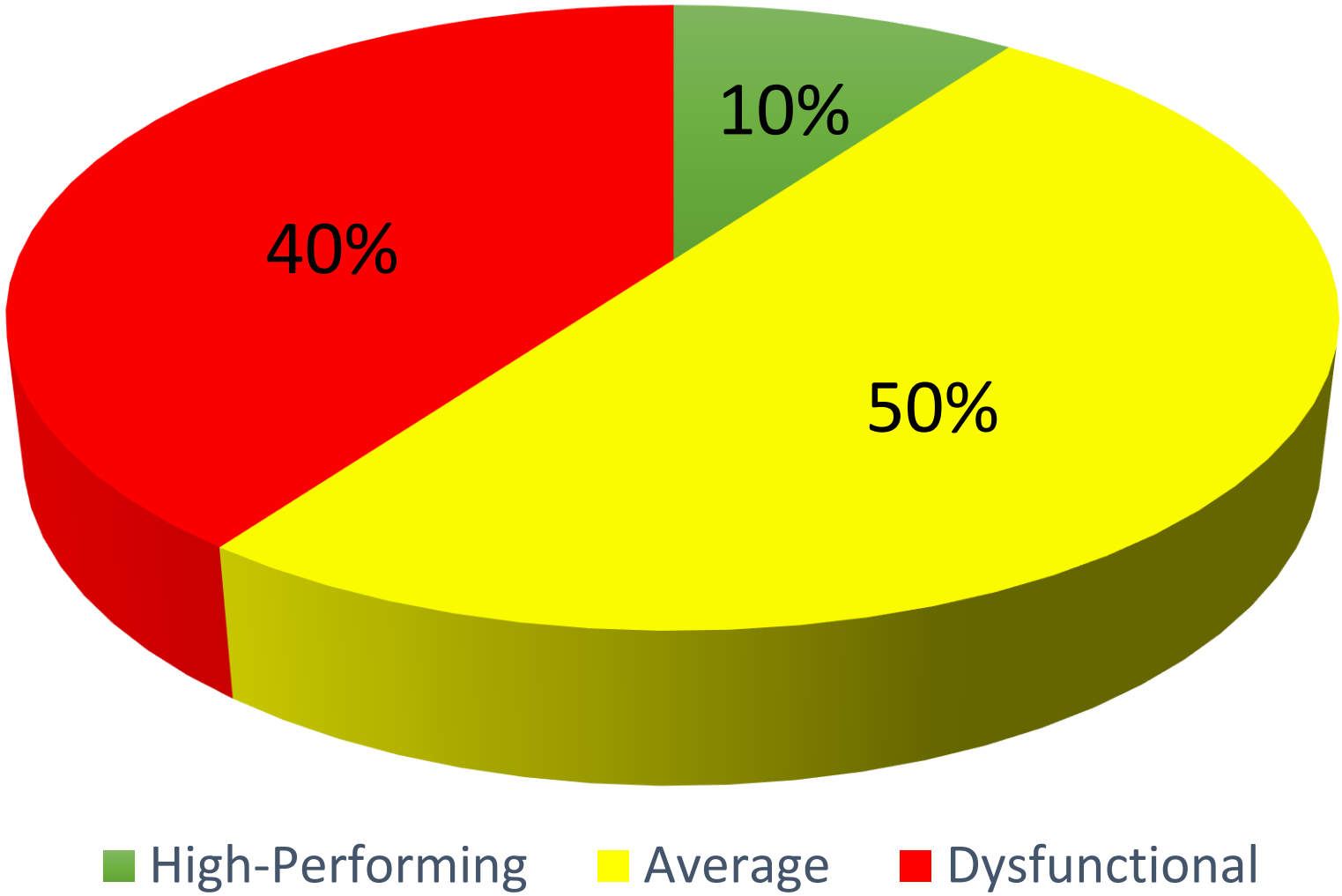
#2 Lack of common understanding of the team's purpose

#3 Little or no understanding of how effective or efficient their teamwork is

We don't know the skills of our colleagues in our team.

We don't have the tools to help us understand how good or bad our teamwork is.

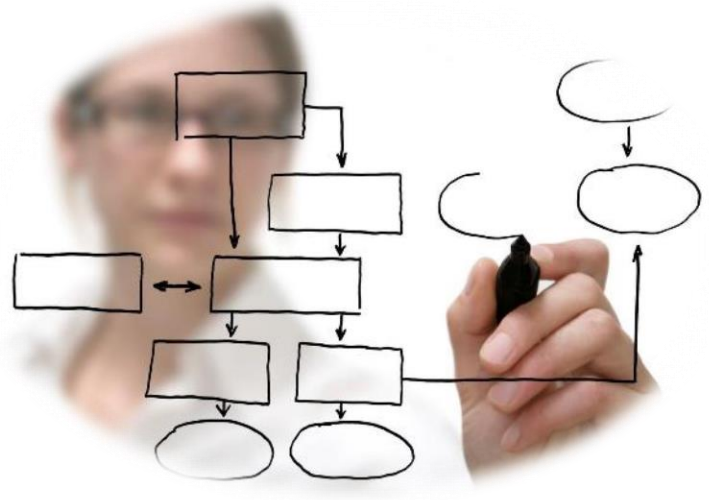
Teamwork Effectiveness/Efficiency



Source: Team DyNAmics Big Data 2014-22

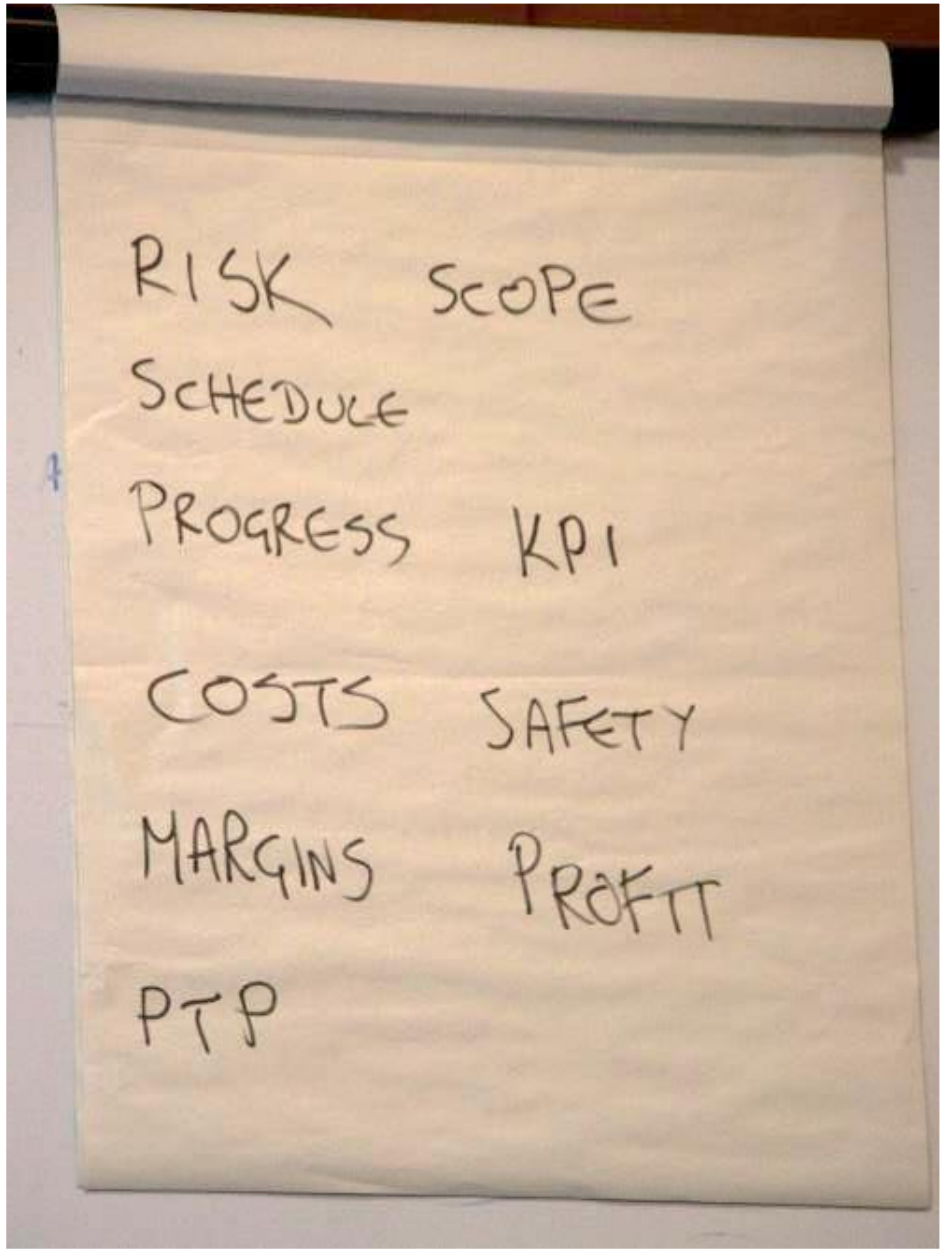
The
Problem

HISTORIC LEARNING



TOO MUCH FOCUS ON TASK

TOO MUCH RELIANCE ON SOFTWARE

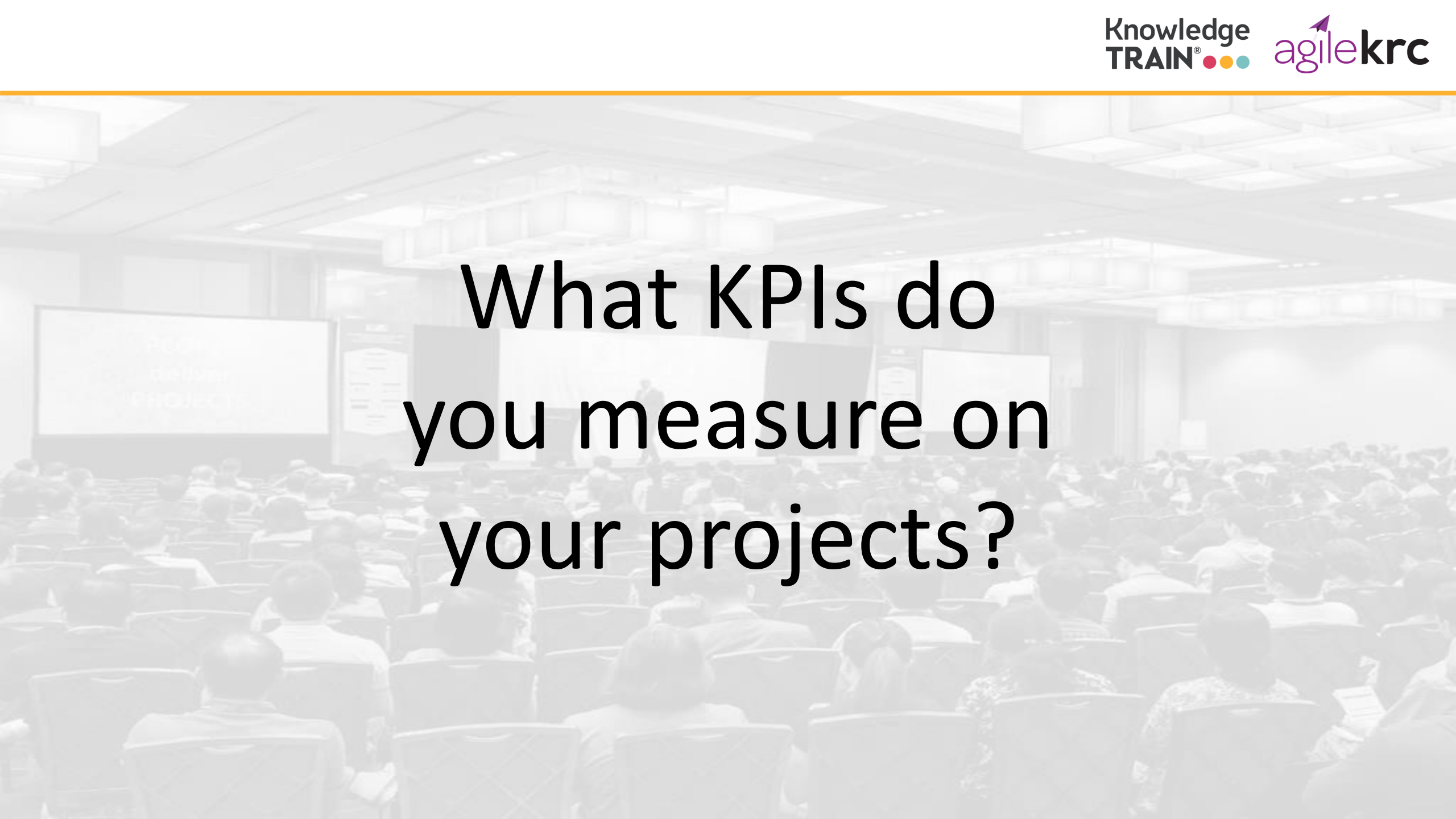


European
Programme Directors
Conference

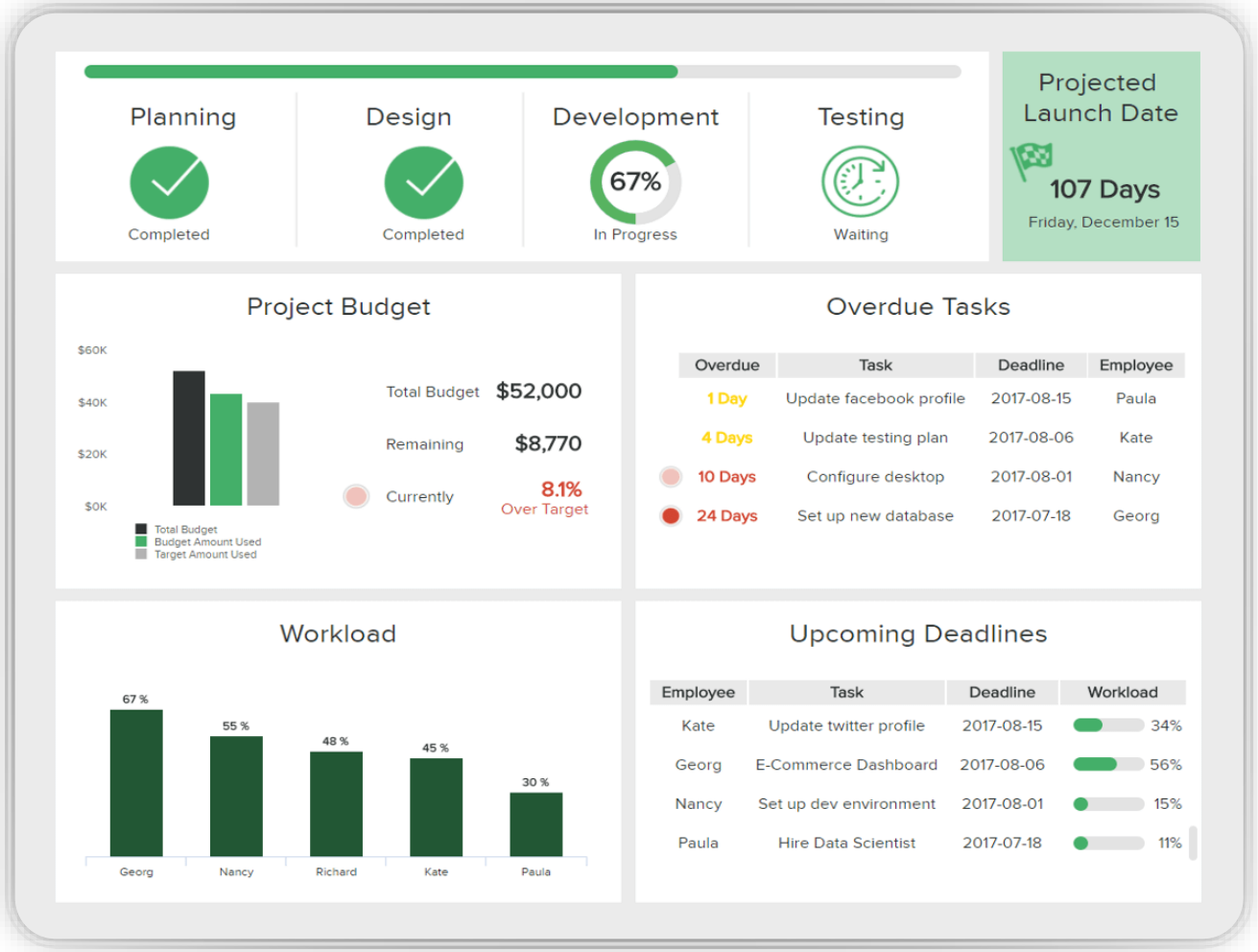
The Solution

MORE FOCUS AND TIME SPENT ON UNDERSTANDING AND ENHANCING TEAMWORK

“Far too often, leaders and teams are expected to achieve high-levels of performance, yet aren’t aware or provided with the important tools that will help them to achieve it.”


What KPIs do
you measure on
your projects?

KEY PERFORMANCE INDICATORS



However, it is HOW effective and efficient your teamwork is that makes a difference to these KPIs

EFFECTIVENESS: DOING THE RIGHT THING
(PURPOSE OR WHAT YOU DO)

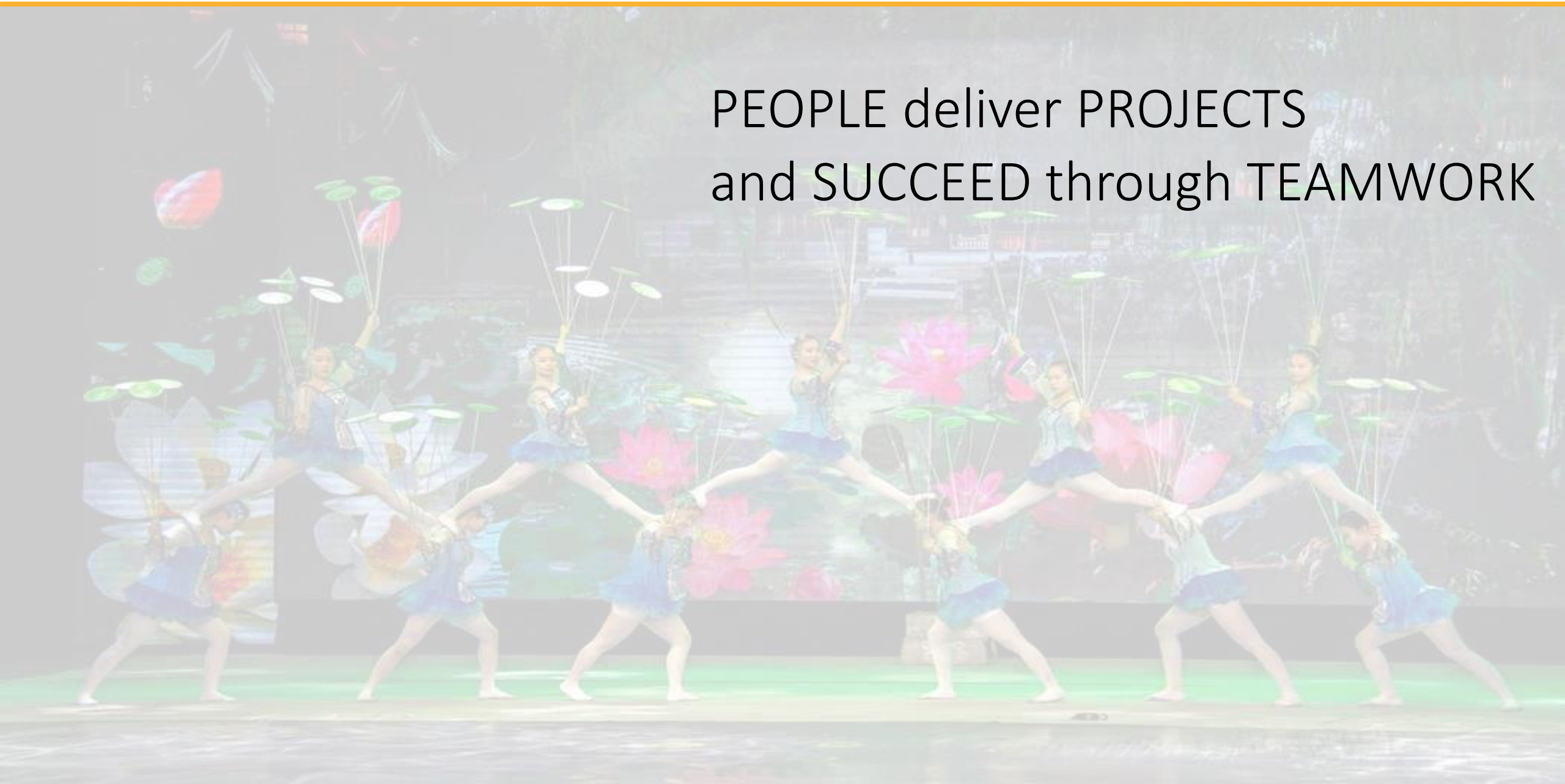
EFFICIENCY: DOING THINGS RIGHT
(RESOURCEFULNESS OR HOW YOU DO IT)

How many of you measure HOW effective and efficient your teamwork is?

1%

Achieving High-Performance Teamwork Marina Bay Sands Hotel, Singapore

Based on responses from approximately 600 project management delegates from Europe, North America, Africa, the Far East, Middle East and Australia.



PEOPLE deliver PROJECTS and SUCCEED through TEAMWORK

The Two Foundations Of High-Performance Teamwork

Knowing WHO
is in your team

Knowing HOW effectively and efficiently you work together

What is Team DyNAmics?

Coactive Connections

Strategic Action

*Team DyNAmics is a measurement tool, that enables a team to understand **HOW** effectively their teamwork is across 16 Elements, vital in achieving high-performance teamwork.*

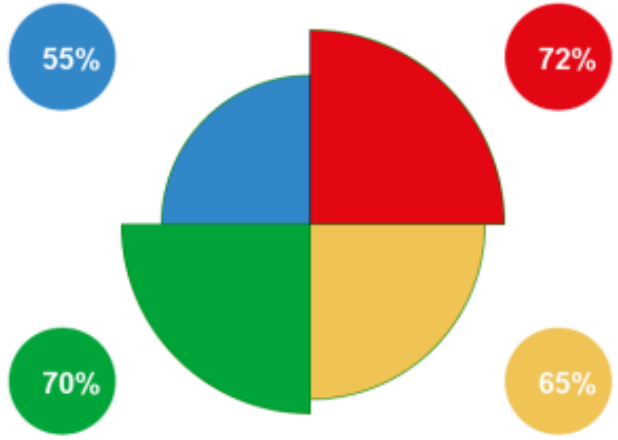
Creative Interactions

Framework Mapping

The Team DyNAmics Report

Team DyNAmics Report©

Category Average Percentage



Respondents: 6
Team DyNAmics Effectiveness: 66%

Your Score

- Strategic Action
- Framework Mapping
- Creative Interactions
- Coactive Connections

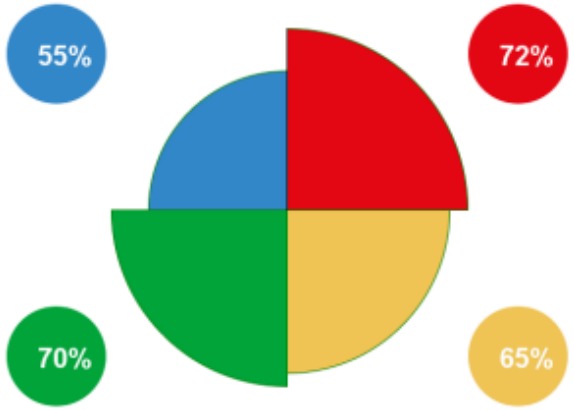
Top 8 Elements

Decision-Making	79%
Team Meetings	77%
Vision	76%
Commitment	73%
Communication	71%
Accountability	68%
Purpose	67%
Trust	66%

Bottom 8 Elements

Diversity	64%
Collaboration	64%
Transformation	63%
Environment	62%
Roles & Skills	61%
Planning	60%
Reflection	52%
Processes	46%

The Team DyNAmics Report



Respondents: 6
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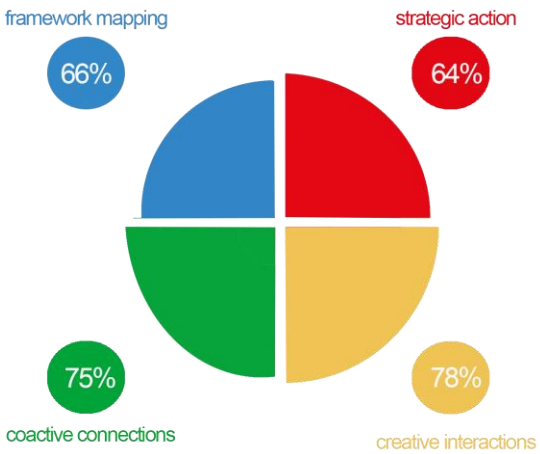
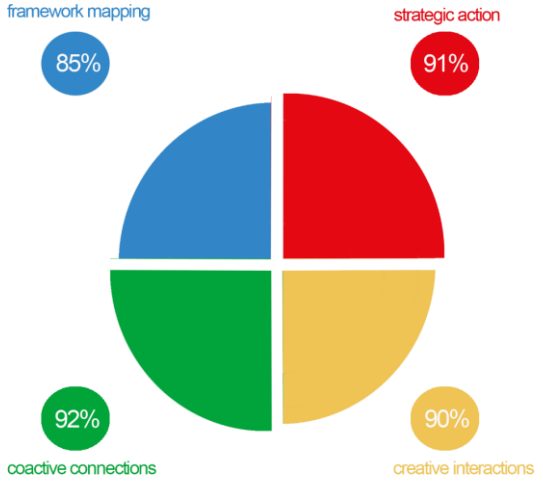
Average Team Performance



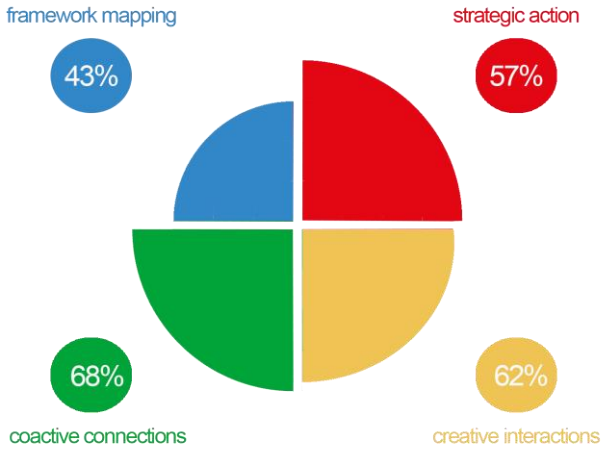
65% - 85%

High-Performing Team Performance



85%+

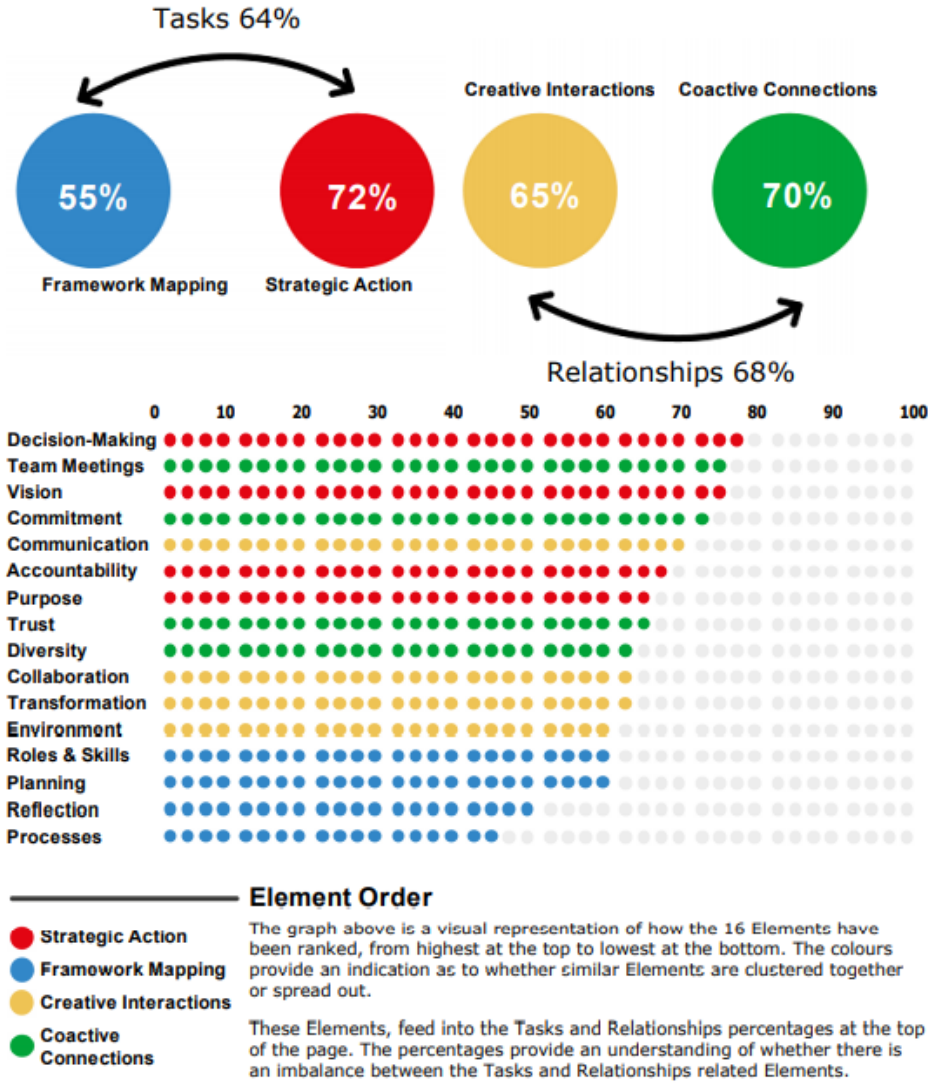
Developing Team Performance



Below 65%

Team DyNAmics Report©

Tasks vs Relationships



There is a 4% imbalance between Task related Elements and Relationship related Elements.

Framework Mapping (55%) and Creative Interactions (65%) need investigating.

Top 8 Elements

Decision-Making	79%
Team Meetings	77%
Vision	76%
Commitment	73%
Communication	71%
Accountability	68%
Purpose	67%
Trust	66%

VERY GOOD

GOOD

Bottom 8 Elements

Diversity	64%
Collaboration	64%
Transformation	63%
Environment	62%
Roles & Skills	61%
Planning	60%
Reflection	52%
Processes	46%

POOR

The higher the level, the more impact it has on the effectiveness and efficiency of teamwork.

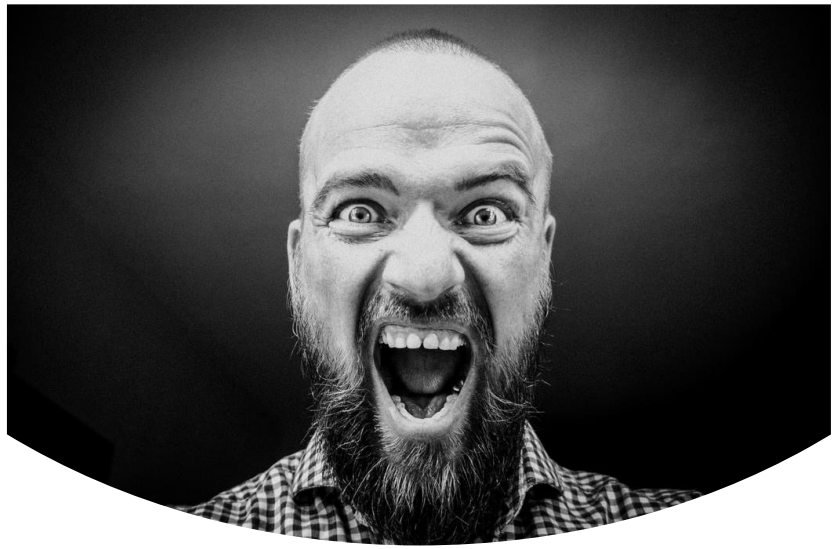
Team DyNAmics

Strategic Action	Coactive Connections	Framework Mapping	Creative Interactions
Purpose	Trust	Planning	Collaboration
Accountability	Commitment	Roles & Skills	Communication
Decision-Making	Team Meetings	Processes	Environment
Vision	Diversity	Reflection	Transformation

Team Purpose

The understanding of what the team exists to do, what this enables and the benefits this delivers.

4 out of 10 team members say that their team purpose and team objectives are not known.



Team Purpose Statement

1. Do

The XYZ Team exists to do…

2. Enable

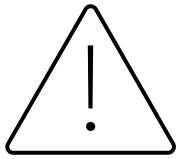
which enables ….

3. Benefits

that result in ….

Motivate

1 min



No Jargon

Understandable

Team Purpose Statement

1. Do

The Finance Team exists to ensure the timely delivery of value-adding financial data and information to our global business units,

2. Enable

which enables them to make informed investment decisions,

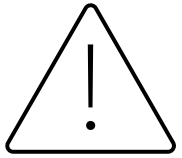
3. Benefits

that result in tangible benefits to our customers, staff and organisation.

To produce monthly accounts that are as accurate as possible as quickly after month-end.

Motivate

1 min



No Jargon

Understandable

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Ngagement Works

engage+motivate = transform+succeed

Do	*Ngagementworks exists to provide learning and development solutions*
Enables	*that engage individuals and motivates teams,*
Benefits	*helping them to transform and achieve even greater success.*

Team Purpose: Recommendation

At your next team meeting ask your team to individually write down what they think your Team Purpose is.

Share what each person has written, plus yours.

Then collaborate to develop a Team Purpose statement that ALL your team have helped to create and in doing so, buy-in to.

SUMMARY

#1. THINK ABOUT HOW YOU AND YOUR TEAM CAN MEASURE YOUR TEAM EFFECTIVENESS AND EFFICIENCY.

#2. AS A MINIMUM, ENSURE EVERYONE KNOWS WHAT YOUR TEAM EXISTS TO DO, WHAT THAT ENABLES AND THE BENEFITS.

#3. DON'T BE AFRAID TO SPEAK UP WHEN YOU FEEL YOUR TEAMWORK COULD BE BETTER.

TEAM LEAD SUCCEED
NICK FEWINGS

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Purpose
Trust
Planning
Collaboration
Accountability
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Roles & Skills
Communication
Decision Making
Team Meetings
Processes
Environment
Vision
Diversity
Reflection
Transformation

TEAM LEAD SUCCEED
NICK FEWINGS

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Any last questions?

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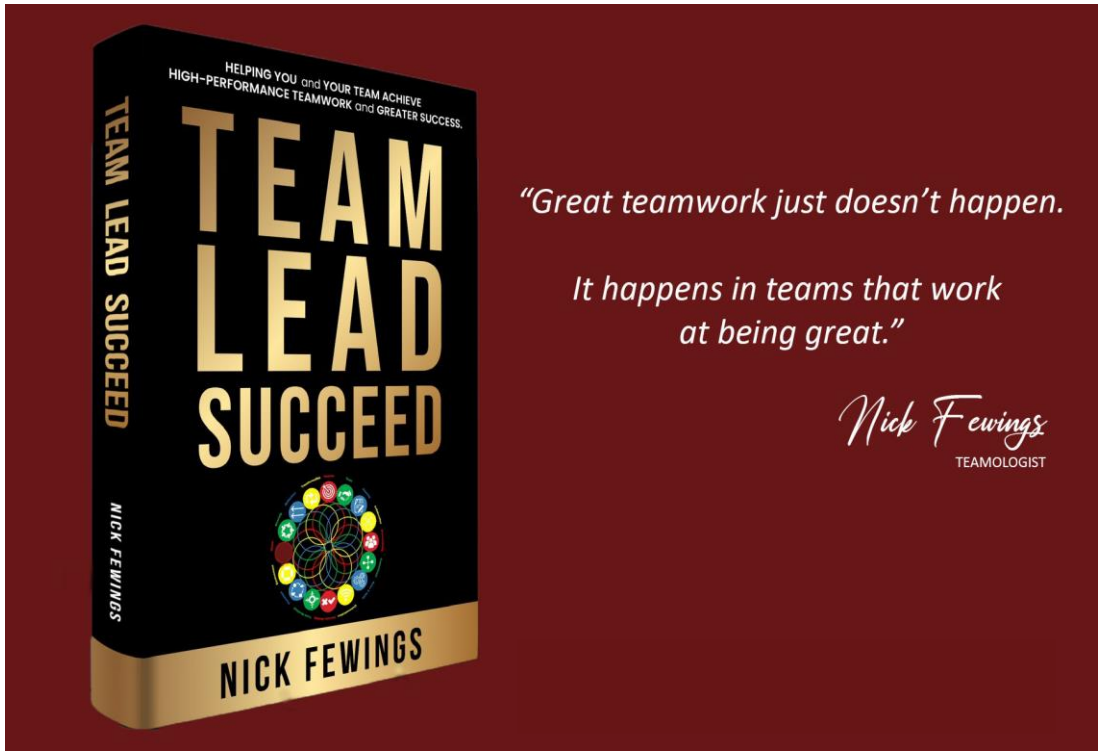
Instagram:
@nickfewings



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Further information

Project Management courses

- PRINCE2®
- APM
- AgilePM®
- PRINCE2 Agile®
- P3O
- Beginners' course
- Business Cases
- PMI Project Management
- Business Cases

Business Analysis courses

- BCS Business Analysis
- AgileBA®
- PMI Business Analysis

Agile courses

- AgilePM®
- PRINCE2 Agile®
- Scrum
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Change management courses

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