

Mastering high-performance teams: Strategies for success

Nick Fewings,
Teamworkologist,
Ngagementworks



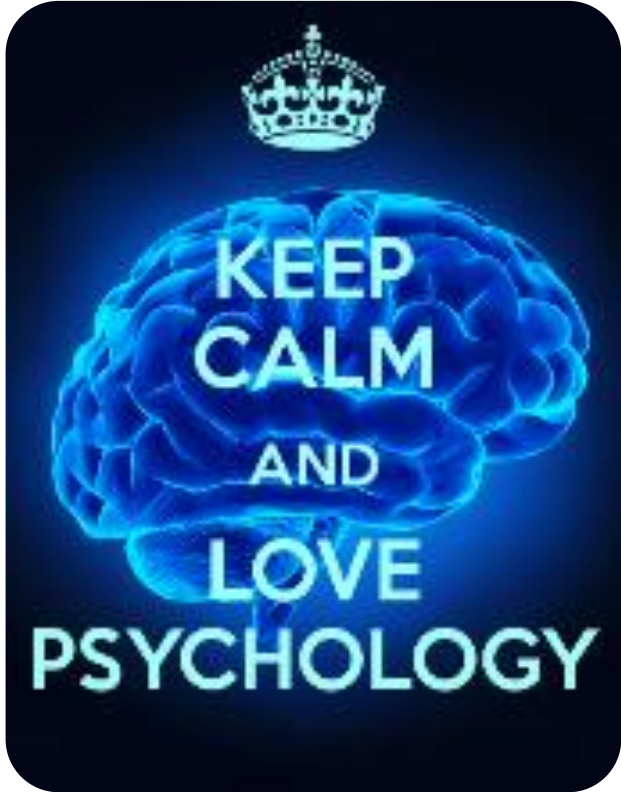
Teamworkologist

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

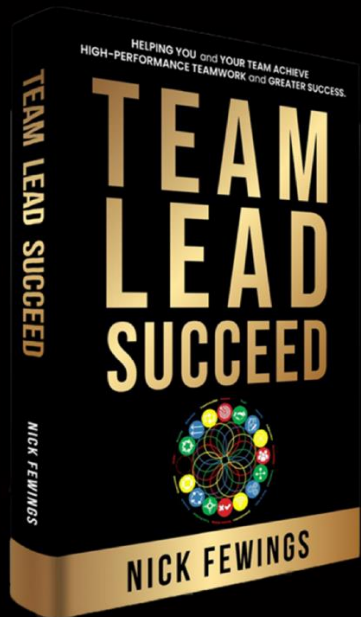
Engagement Works
engage+motivate = transform+ucceed



Team DyNAMics



Essential reading for all team leaders and members!



AMAZON BEST SELLER



A master class in Team Dynamics



Inspirational and motivational



Insightful, practical, enjoyable!

www.teamleadsucceed.com
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*“Great
teamwork just
doesn’t happen.*

*It happens in
teams that work
at being great.”*

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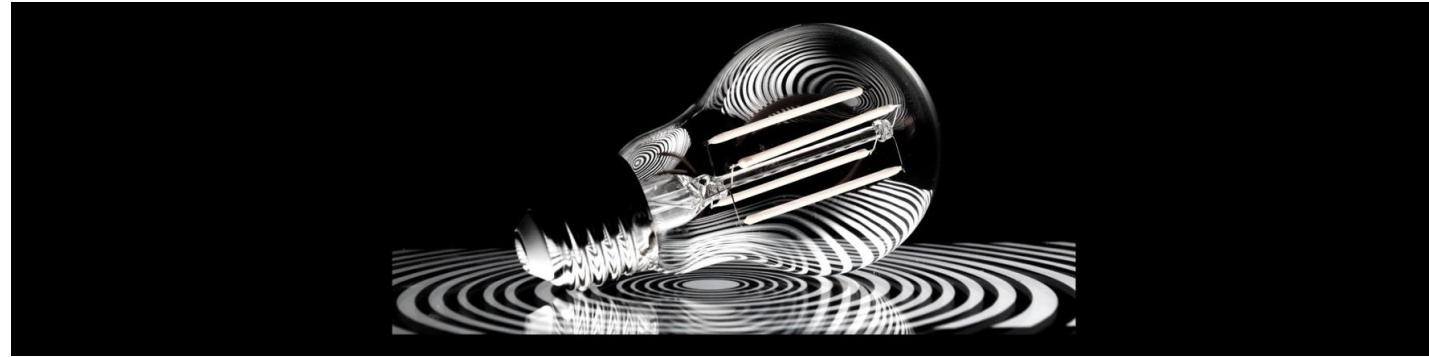
“It’s not often that you get a chance to find a new book dedicated to teamwork – a subject that is so critical to group and corporate development.

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

**70% of
projects fail to
achieve their
desired goals**

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

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

CHINA, BEIJING
北京
5-10 JUNE / 六月



INTERNATIONAL
SUMMER
SCHOOL



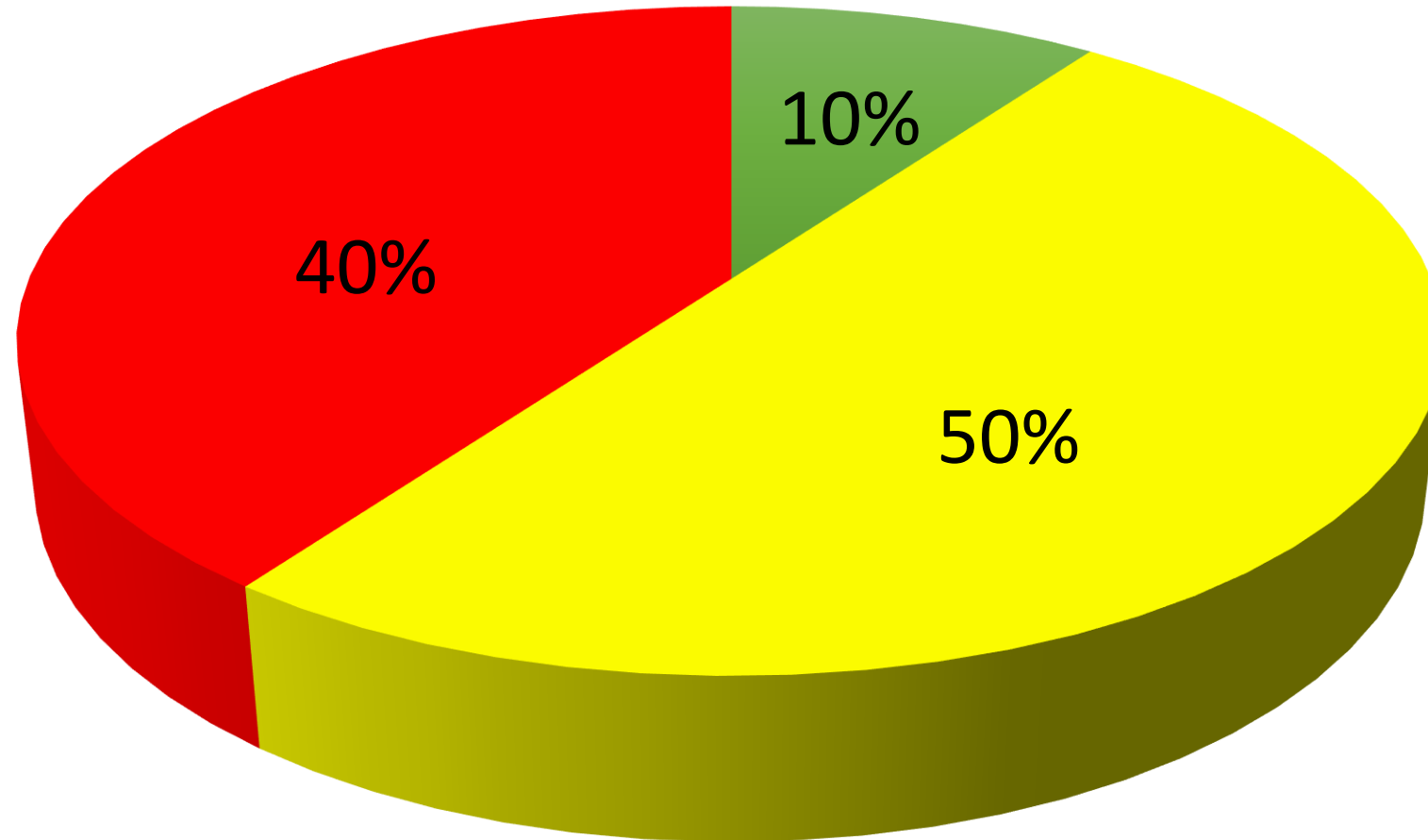
International Keynote Conference Speaker
Nick Fewings, Ngagementworks

中國家慶齡基金會
CENTRAL SOUVENIR FOUNDATION

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



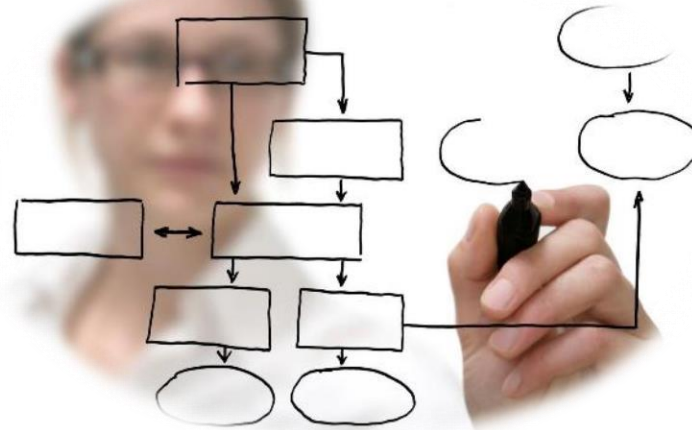
■ High-Performing ■ Average ■ Dysfunctional

A black and white photograph of a shattered glass globe. The globe is broken into many sharp, jagged pieces, with a large, irregular hole in the center. In the foreground, there is a dark, solid silhouette of a person's head, facing the globe. The background is a bright, overexposed sky. The overall mood is one of complexity and challenge.

The Problem



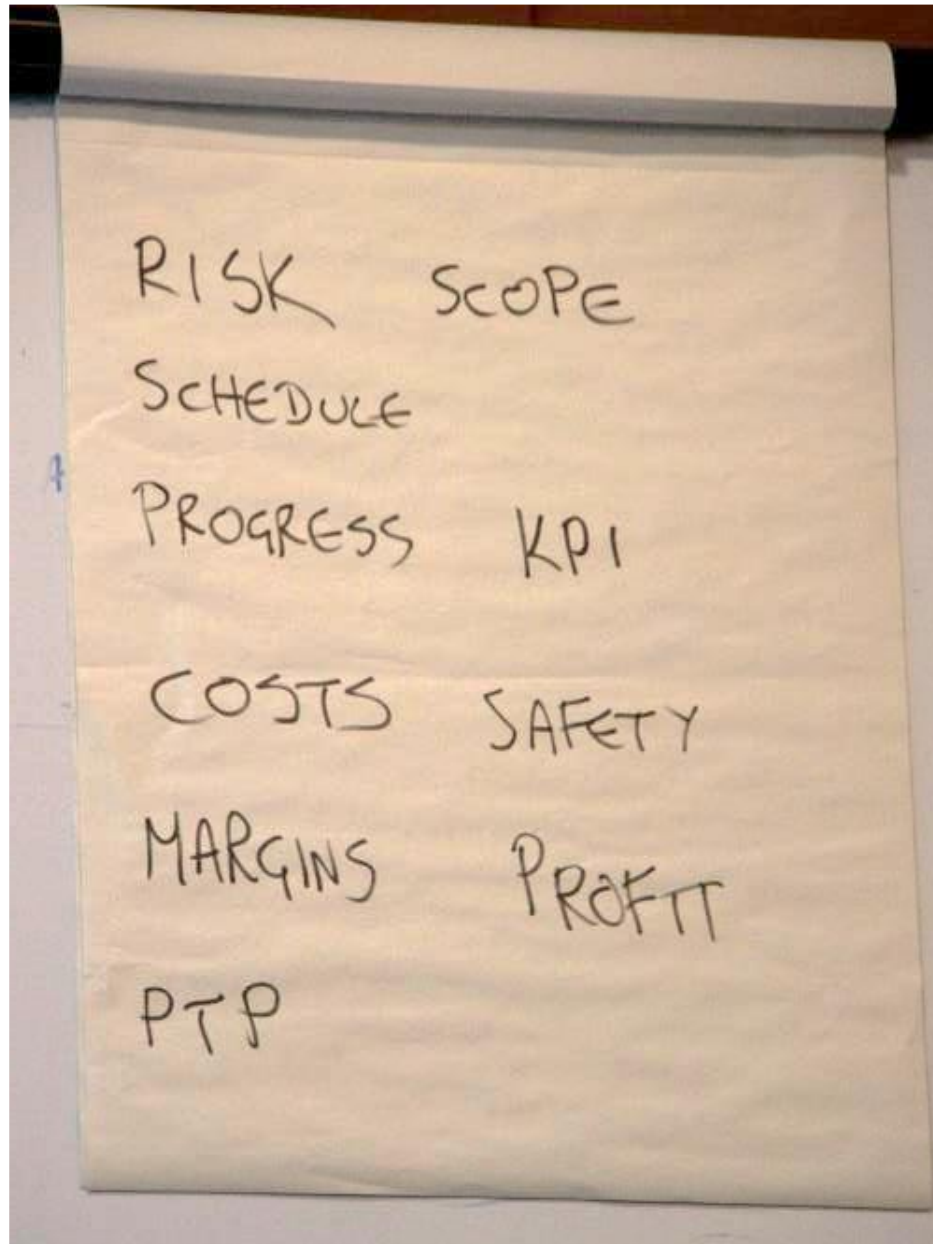
**HISTORIC
LEARNING**



**TOO MUCH
FOCUS
ON TASK**



**TOO MUCH
RELIANCE
ON SOFTWARE**



European Programme Directors Conference



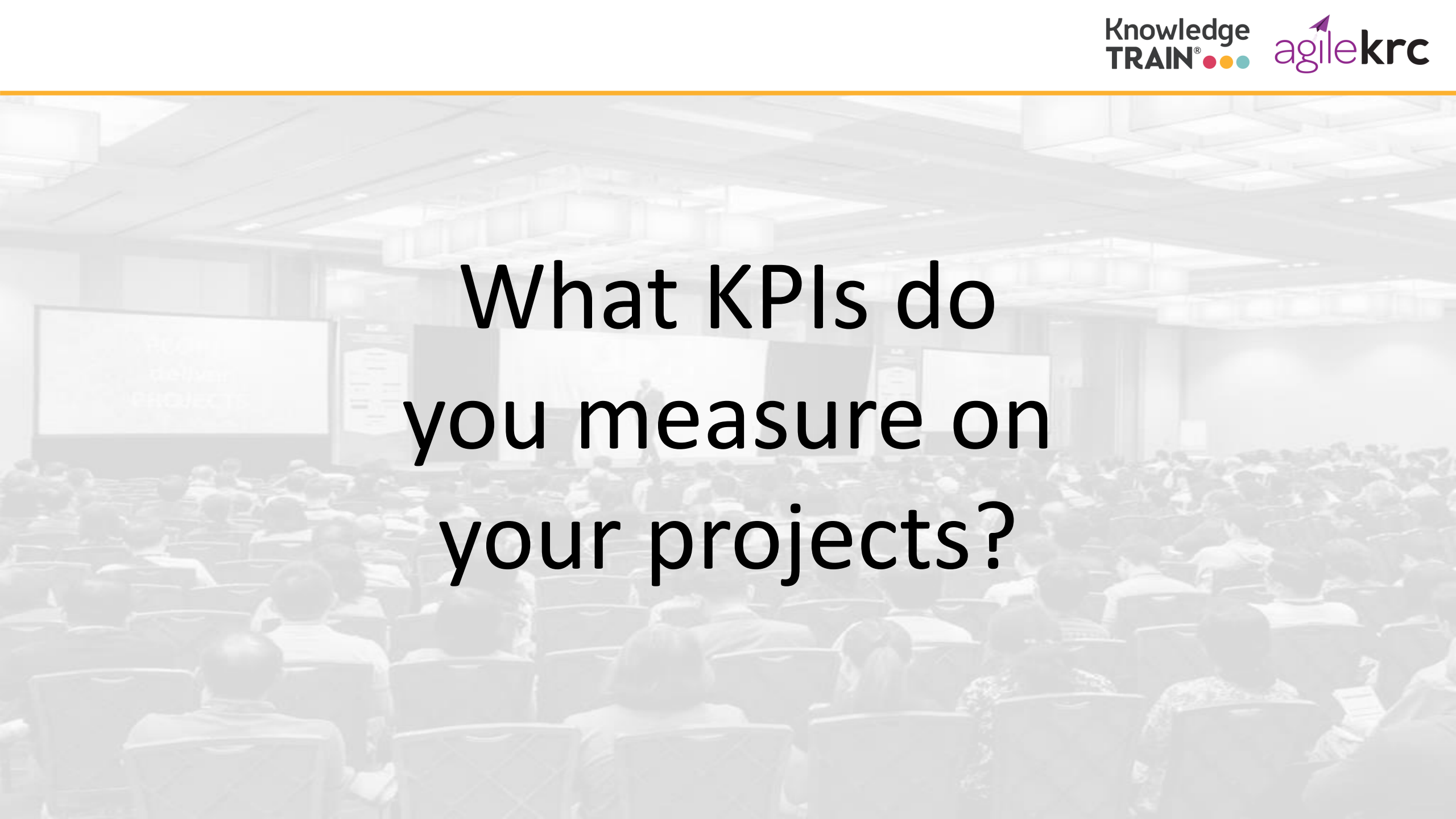
The Solution



**MORE FOCUS AND
TIME SPENT ON
UNDERSTANDING
AND ENHANCING
TEAMWORK**

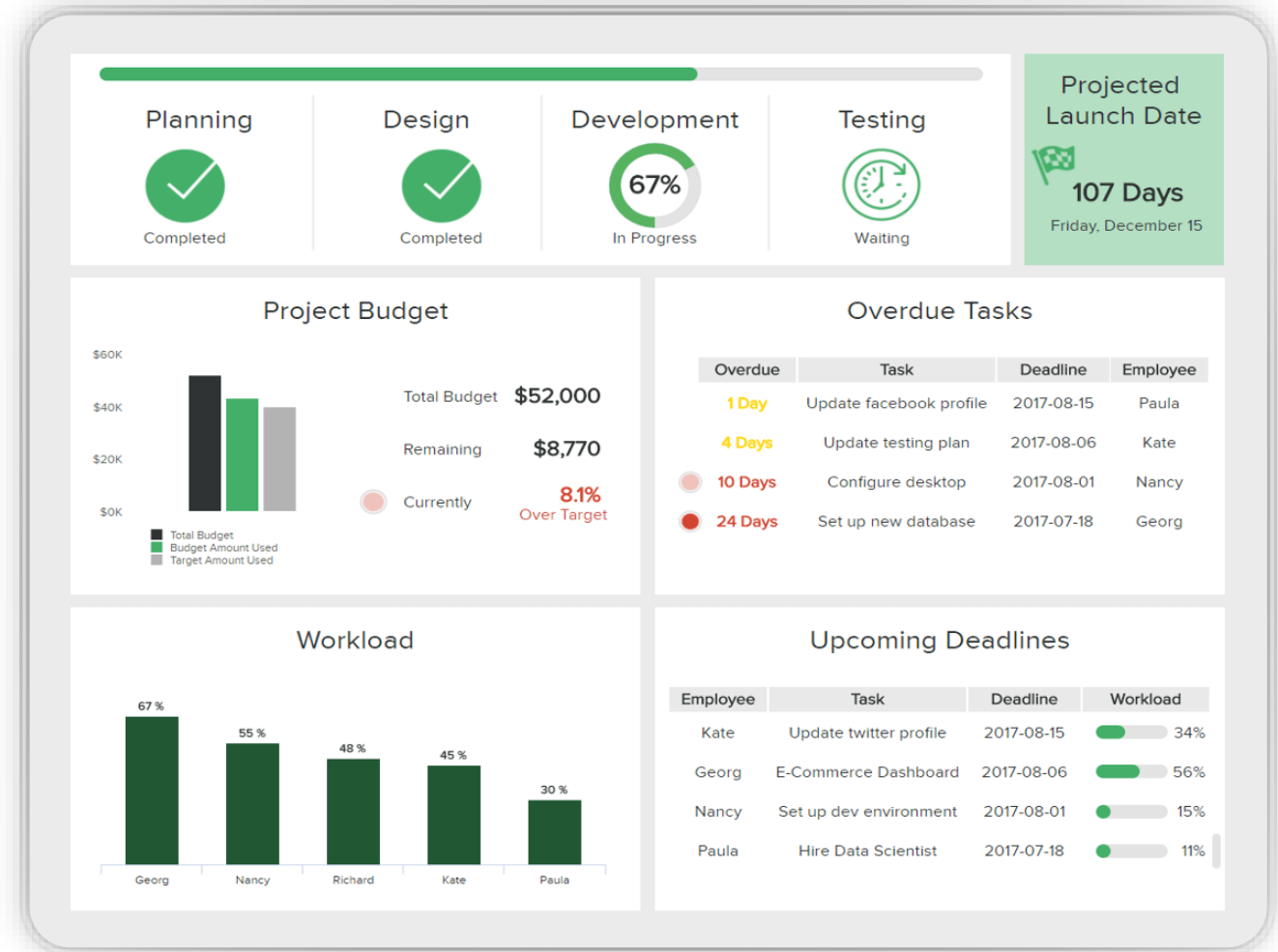
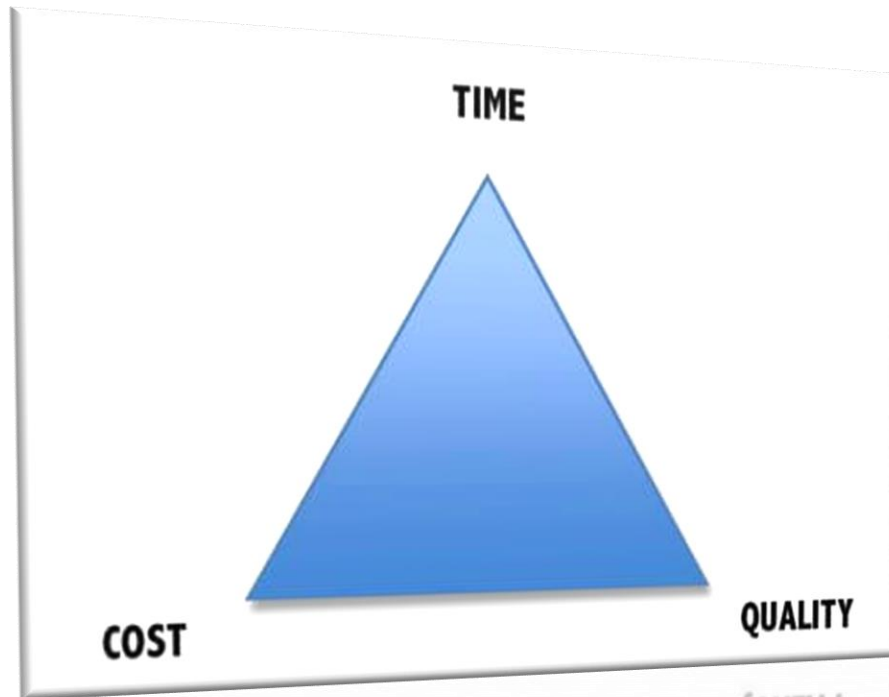
“Far too often, leaders and teams are expected to achieve high-levels of performance, yet aren’t aware or provided with the important tools that will help them to achieve it.”





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



Knowing WHO is in your team



The Two Foundations Of High- Performance Teamwork



Knowing HOW effectively and efficiently
you work together

What is Team DyNAMics?

● Coactive Connections

● Strategic Action

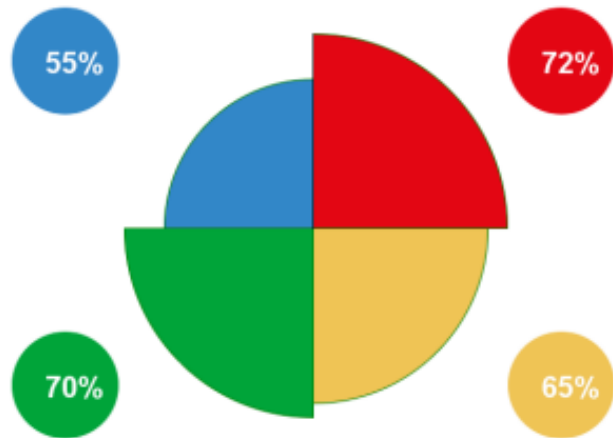
● Creative Interactions

● Framework Mapping



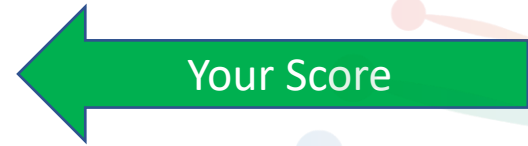


Category Average Percentage



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

Respondents: 6
Team DyNAMics Effectiveness: 66%



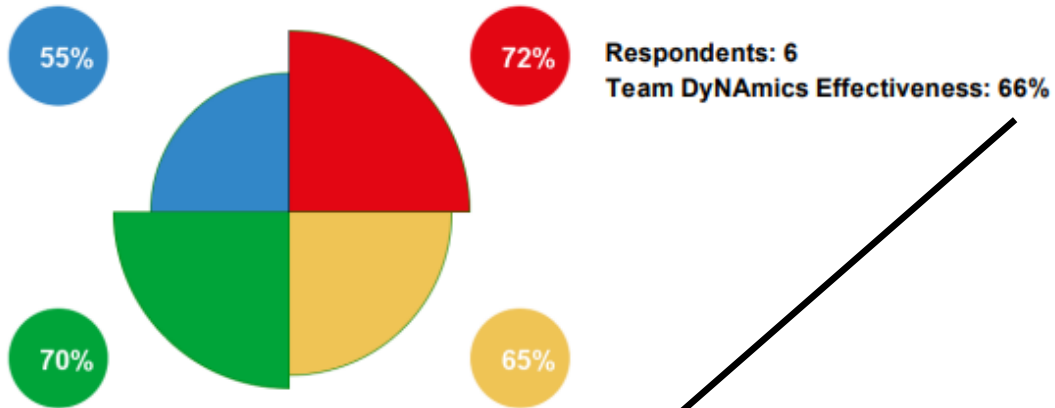
Top 8 Elements

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

Bottom 8 Elements

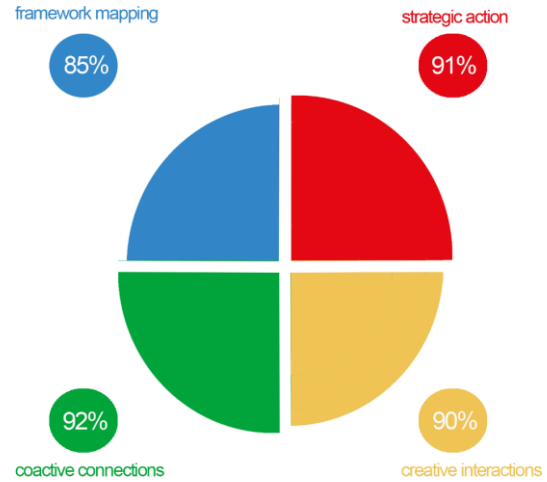
- Diversity 64%
- Collaboration 64%
- Transformation 63%
- Environment 62%
- Roles & Skills 61%
- Planning 60%
- Reflection 52%
- Processes 46%

The Team DyNAMics Report



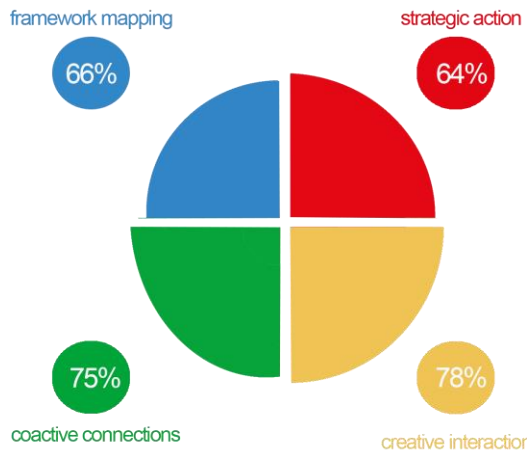
Average Team Performance

High-Performing Team Performance

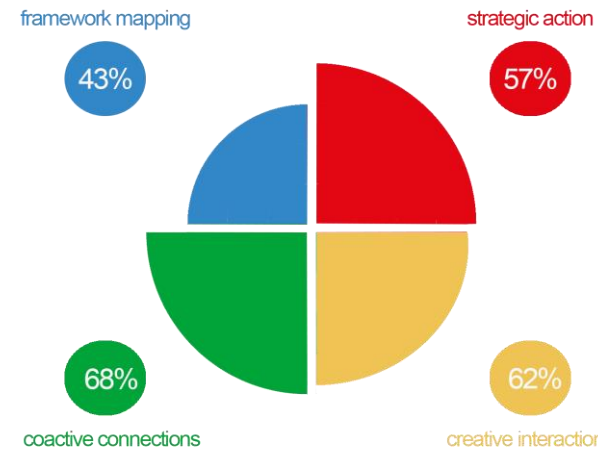


85%+

Developing Team Performance



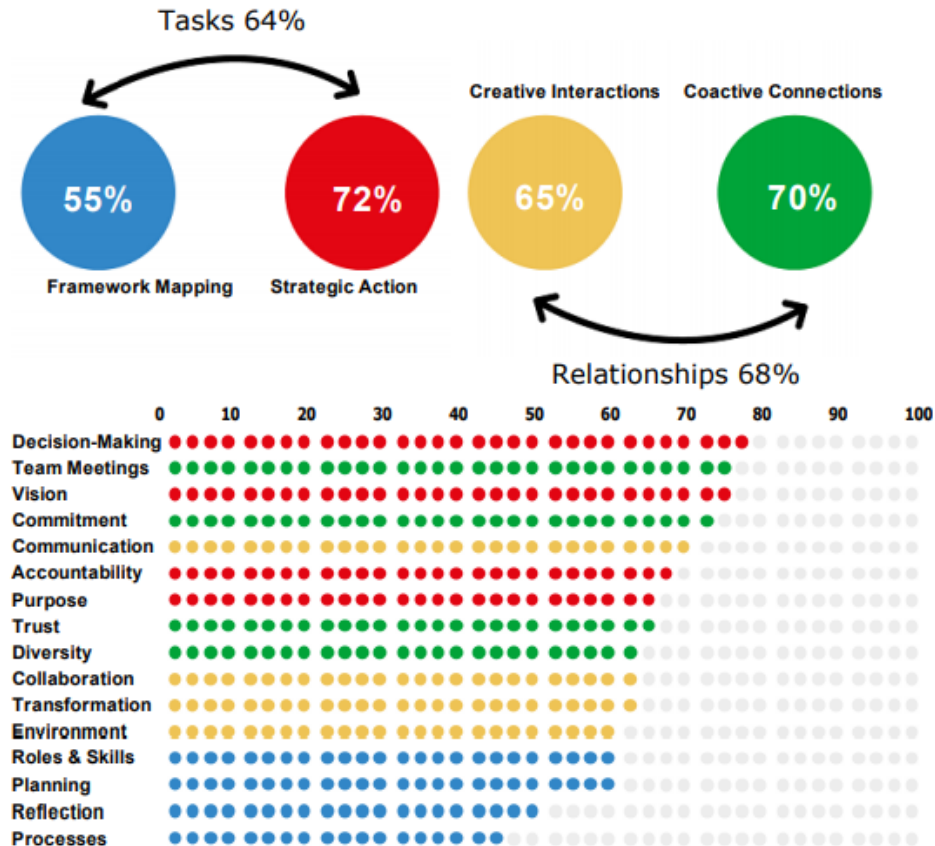
65% - 85%



Below 65%



Tasks vs Relationships



Element Order

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

The graph above is a visual representation of how the 16 Elements have been ranked, from highest at the top to lowest at the bottom. The colours provide an indication as to whether similar Elements are clustered together or spread out.

These Elements, feed into the Tasks and Relationships percentages at the top of the page. The percentages provide an understanding of whether there is an imbalance between the Tasks and Relationships related Elements.

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%

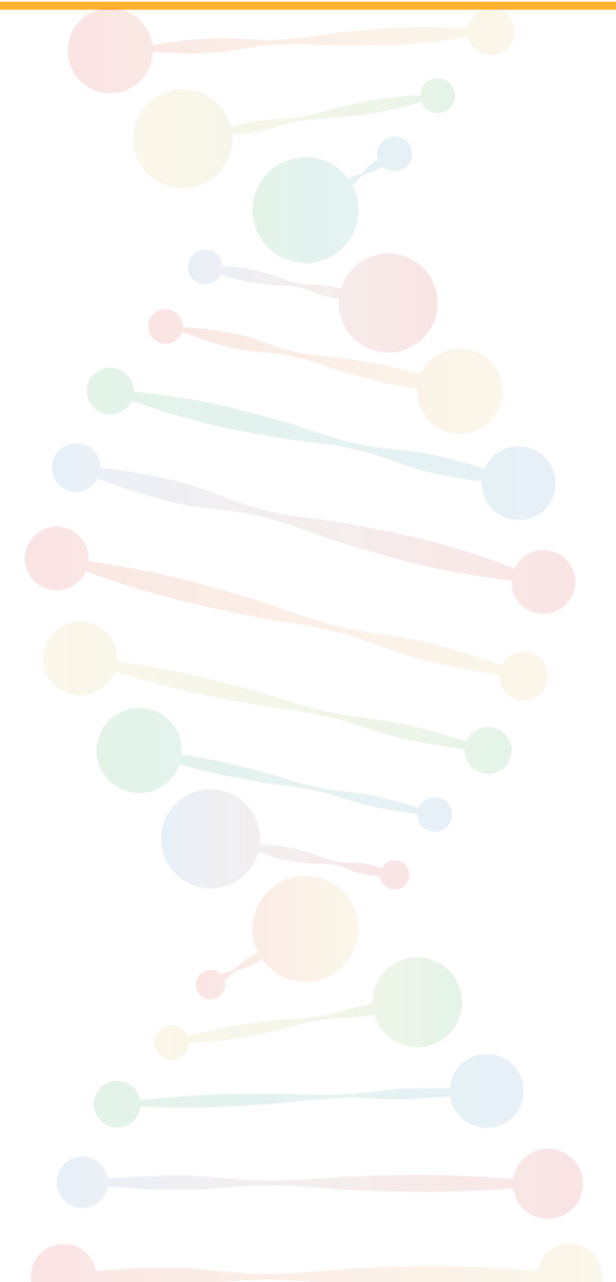
← VERY GOOD

← GOOD

Bottom 8 Elements

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

← POOR



Team DyNAMics

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

Level 1



















Level 2



Level 3



Level 4

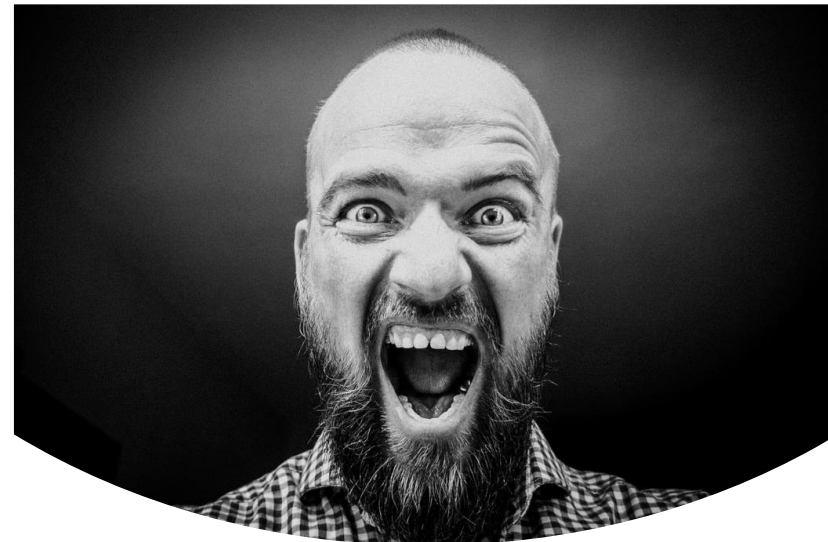
Strategic Action	Coactive Connections	Framework Mapping	Creative Interactions
 Purpose	 Trust	 Planning	 Collaboration
 Accountability	 Commitment	 Roles & Skills	 Communication
 Decision-Making	 Team Meetings	 Processes	 Environment
 Vision	 Diversity	 Reflection	 Transformation

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

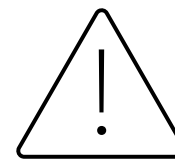
that result in
....



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,

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

2. Enable

which enables them to make informed investment decisions,

3. Benefits

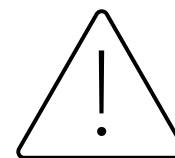
that result in tangible benefits to our customers, staff and organisation.



Motivate



1 min



No Jargon



Understandable

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.

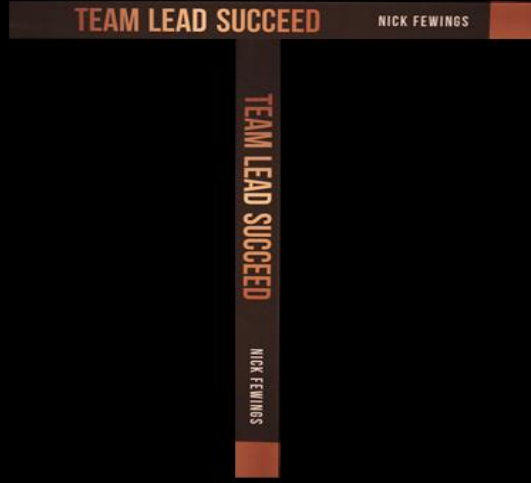
SUMMARY

#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.





Any last
questions?



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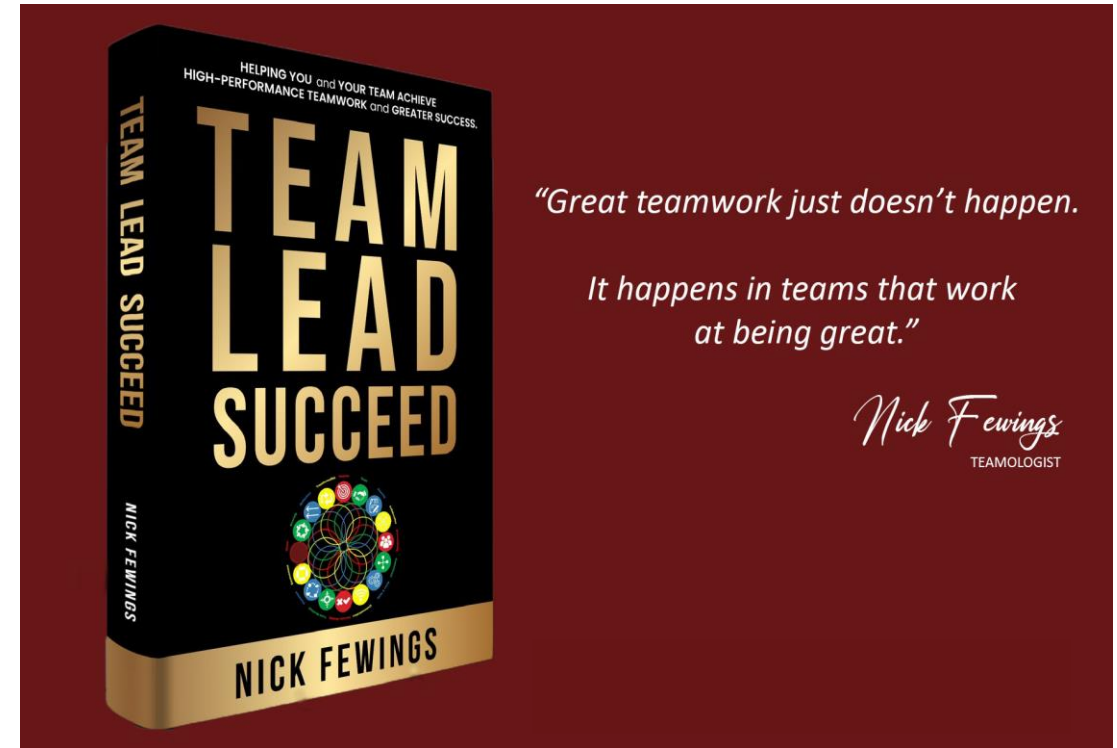
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