

Power-Up your Team

High performance teams don't just happen; they are developed. The *Power-Up Your Team* development process moves your team from where it is to where it needs to be and ensures that your team will achieve:

- ✓ An understanding of what is required in order to consistently function as a high performance team.
- ✓ A clear awareness of the team's specific strengths and growth opportunities impeding the team's ability to achieve better results with less struggle.
- ✓ New practices and behaviors that move the team to the next level of performance.
- ✓ Improved communication, efficiencies, and alignment among team members.
- ✓ Clear priorities, expectations and commitment toward common goals.
- ✓ The tools needed to ensure desired change occurs and team performance is kept top of mind.
- ✓ Greater commitment, energy and follow through from team members.

The Team Development Process



1. The Team Fitness Test

The Team Fitness Test measures teams against the behaviours and practices most critical to a team's ability to perform at its best. Your team will complete the assessment for the purpose of identifying specific team strengths and key opportunities for improvement that are impeding the team's ability to move to the next level of performance (See page 3 for an overview of the Team Fitness Test).

2. The Team Workout

Team members participate in customized, fast paced, and interactive session in which they:

- Gain an understanding of each of the 7 Elements of a High Performance Team and how they contribute to the team's ability to achieve organizational and team objectives.
- Examine and discuss their Team Fitness Profile.
- Come to understand their strengths and areas for growth and their underlying causes.
- Learn and commit to the non-negotiable behaviours and practices the team must consistently demonstrate in order to perform at their best.
- Gain strategies, practical tools, and a roadmap for strengthening team effectiveness and achieving greater results with greater ease.

3. The Action Report

Your team coach will meet with your team to present the action report which recaps the group's commitments and importantly adds the coach's observations and recommendations for the team. During this session the team identifies and commits to practices that ensure the changes will "take" and the development process will be ongoing.

4. Learning that Sticks (Optional)

The team participates in ongoing team development through a number of channels over a specific period of time so as to ensure team development is maintained and kept a priority. The process includes webinars, team coaching and check-ins, and additional tips and tools delivered regularly to the team via email.

5. The Team Fitness Test - Round 2

Approximately 4 to 6 months after the first workshop your team will complete the Team Fitness Test to measure progress and ensure the team is focused on continuous improvement. The team and their coach will meet to check progress, reinforce commitments, and make any additional decisions required to continue to move the team ahead.

**Contact us at (416) 519-5199 or info@kand.co to learn more
and for a custom quote for your team.**

The 7 Elements of a High-Performance Team

The Team Fitness Test measures each of the following 7 elements of a High Performance Team.

Cohesiveness

Cohesiveness refers to the degree to which the team pulls together in the same direction. Cohesiveness requires agreement and commitment to what the team is in place to achieve (mandate, goals, and objectives), as well as how it will achieve them (values, priorities, and procedures).

Shared Leadership

Shared leadership requires that each team member is appropriately self-directed, involved in the decision making process and is an equal member of the team in that their input is both valued and respected.

Team Members' Contribution

Fully contributing team members understand what is expected of them as team members and fulfill those expectations. Expectations include sharing information and knowledge, equitably sharing the load, taking initiative to do what needs to be done, and looking for opportunities to enhance team performance.

Change Compatibility

The team that thrives in healthcare today must be able to maintain high performance in an environment of accelerated and constant change. Effective evaluation of opportunities for change.

Climate

Climate refers to how members feel about the way the team functions, including their level of comfort with team norms of behaviour. If the climate is not positive, honesty and openness are lacking and team members may not fully trust and respect one another.

Group Work Skills

The strength of this element reflects the quality of decision-making and problem solving, consensus reaching, meeting management and facilitation.

Innovative Thinking

Learning is at the heart of a culture focused on team performance and patient safety. This element measures the degree to which the team actively reflects on experiences, shares knowledge and provides feedback in a blame free, 'what can we learn from this' manner so that learning becomes part of the team's regular day-to-day practice.