

Leading High Performing Teams

in focus
MAGNIFYING POTENTIAL



Why?

You want to make the most out of your teams' talents

You are tired of inefficiency

You want to identify the strengths and gaps in your team

Identify what motivates you and how that affects the way you engage others

You want to understand how to engage different type of people

You want to know what High Performing means and how to achieve it

You don't want to waste time and energy on ineffective engagement

You want to have a clear plan of action to develop your team and engage them in your vision and strategy

What?

It's long been understood that we find our work most enjoyable, we produce the best quality; we are our most efficient and contribute more discretionary time when our engagement levels are at the highest. But as a leader of a team, how do you ensure that state for every individual? Leading High Performing Teams is a programme focused on helping you understand what engagement means, what effects it and how to inspire people differently dependent on who they are. By the end you will have increased confidence and competence to engage and inspire your team so that they can work to their optimum potential.

We will explore:

- **Emotionally engaging your team members**
 - o Leaders will have the opportunity to self-assess against the drivers of engagement produced by Gallup.
- **Characteristics of High Performing Teams** and the leader's role in influencing their behaviour
 - o Leaders will explore the characteristics of effective teams devised by Katzenbach & Smith and will also explore the Kouzes & Posner's theory on what is needed from leaders to get the best from their people
- Exploration of the **leader's motivational drivers** and how they impact the way the leader motivates their team.
 - o We will use the Strengths Deployment Inventory psychometric to help them do this so leaders can understand the impact they have on others
- Completion of a **Team Development Plan**

How?

1 day programme for between 8-12 people

Seminar for up to 50 people

This is a highly participatory workshop that works on real life situations. Participants will focus on the reality they are currently in and create a plan of clear action to lift themselves and their teams to the next level of performance.

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