



# The high-performing, high-learning team



## Team effectiveness and team potential

If you believe the status quo, it's a simple question of starting with superstar players, a bit of social 'team building', and then hours clocked working together... and **hey presto**, a High-Performing Team.

That's what Jyre has found most business leaders do: put together or join a team, book an annual team-build, maybe run through a psychometric if they are a fan of data, and then get down to business.

If you were the coach of a premier league football team, would you pay millions for players, never practice and still expect them to win?

Teams are one of the key levers for delivering performance and innovation outcomes in business. As we have shifted to a hybrid world, more teams have never met in person and team structures have shifted to networks of agile teams collaborating across functions, new norms have to be conceived and quickly implemented.

## The 2022 way to achieving high performance as a team

In order to perform at their best, elite teams take strategic advantage of **three key assets**:



### Personal Training Plan

All team members are working on a personal fitness or rehearsal plan and goal.



### Building Trust

Teams spend focused time getting to know each other's strengths and gaps, building a bond and learning to trust each other.



### Consistent and Supported Practice

Teams have a dedicated training space, regular sessions and a coach to guide them

The starting point in business is to gauge how effective the team currently is, then use the data to inform a team roadmap through alignment of team values and vision, structuring the right cadence of interactions, developing a safe space, having a united and strong identity, playing to each others' strengths and identifying and developing strengths that are most critical to delivering the organisation's goals

## The 9 Questions

So, we have nine straightforward questions to ask you and your team.

If you have clear and positive answers to all of them, and if the rest of your team and stakeholders agree with you — congratulations! You're already a guaranteed high-performance, high-learning team.

What's more likely, however, is that your team indicates "well, not exactly" to one or more of the questions, limiting your ability to reach your full potential.



**So, how do you unlock your potential?**