Developing High-Performance

Teams

&

Skills for High-Performance

Teamwork



C.J. Baxter Group, LLC

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Teams & Teamwork

Here are two of our high-performance team-building programs, with the seven module titles listed below each model. This information is provided only as a guide as we customize all programs to meet our clients' and participants' specific needs. All of our programs utilize proven adult-learner techniques and processes to address participants' learning needs and enhance behavioral changes back in the workplace.

While many people are familiar with the team concept meaning a workgroup, a high-performance team has several fundamental differences. While all high-performance groups function as a team, not all teams provide high performances.

One only has to look back to the 2004 U.S. Olympic Men's Basketball team. The United States pulled together a group of individual superstars from different NBA teams to create a *"Dream Team,"* which was expected to travel to Greece, win its games, collect the gold medal and come home.

Instead, the team, composed of highly rated athletes such as Tim Duncan, Allen Iverson, Carmelo Anthony, Dwyane Wade, and LeBron James, lost to Argentina in the semi-finals and came home with the bronze medal. This defeat marked the first time the U.S. had failed to win the event since professional basketball players had been allowed to participate in 1992.

Although the team players were experienced and considered high-power players, the team was not able to compete against international teams.

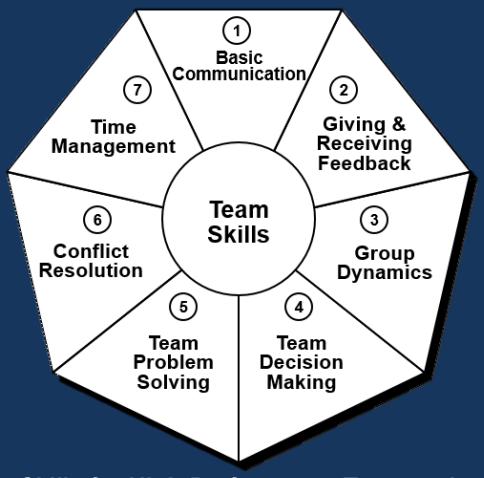
Contrast that with the team four years later. This time, led by Jerry Colangelo, National Director of USA Basketball and coached by Mike Krzyzewski of Duke University, the group became known as the "Redeem Team," winning the Olympic gold.

What made the difference?

Mission. After being booed at the Greece Olympics because of poor performance and attitude, forward Carmelo Anthony made a pact with this teammate that things would be different once they made it back to the 2008 games.

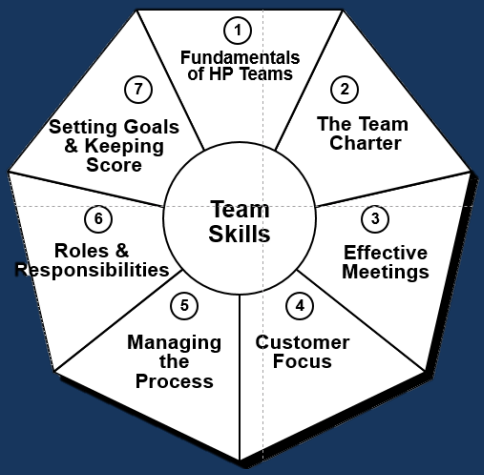
Teamwork. Although many on the Olympic team thought of themselves as leaders on their respective NBA teams, they had to adjust to playing supporting roles for the Olympic games.

Commitment. In the past years, basketball Olympians gathered for fewer than two weeks of training before the Olympics. Players of the 2008 games made a three-year commitment to the team, playing together each summer before the Olympics.



Skills for High-Performance Teamwork

- Module 1: Basic Communication
- Module 2: Giving & Receiving Feedback
- Module 3: Group Dynamics
- Module 4: Team Decision Making
- Module 5: Team Problem Solving
- Module 6: Conflict Resolution
- Module 7: Time Management



Developing High-Performance Teams

- Module 1: Fundamentals of High-Performance Teams
- Module 2: The Team Charter
- Module 3: Effective Meetings
- Module 4: Customer Focus
- Module 5: Managing the Process
- Module 6: Roles and Responsibilities
- Module 7: Setting Goals and Keeping Score

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High-Performance Teams in Business

While examples of cohesive groups exceeding the expectation bound in sports, they also exist in the company environment and have many of the same components as the 2008 Olympic team.

The three essential components of creating a ***High-Performance Team*** within one's organization include:

- ***Communication.*** The foundation of leadership and high-performance teams begins with a conversation. It is through on-going dialog that we build relationships.
- ***Relationships.*** Build upon the foundation of communication; relationships are the critical component to creating trust among teammates.
- ***Trust.*** The crucial element among co-workers and teammates is trust. This fragile part develops on the foundation of stable relationships. Trust requires an on-going effort and sometimes takes quite a bit of both individual initiative and organizational culture to build. However, trust has the potential to be destroyed in a flash. Trust among individuals and teams is experienced and maintained through healthy relationships, requiring a firm foundation of on-going communication.

Only when these three essential elements come together does an organization experience high-performance behaviors and team members' results. Of course, the hard part is for each group (and individual team members) to commit to start the process and stick with building the team.

Known for high-performance management, leadership, and team workshops, all programs offered by the C.J. Baxter Group are *customized* to meet each respective organization's individual needs. **C.J. Baxter Group** does not use the *"off-the-shelf one-size fits all"* training approach.

Contact us today to schedule a no-obligation consultation.

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A partial list of clients who have turned to us for their customized team development needs includes:

DuPont, ASHLAND, bp, Mason Construction, SFA, Sam Houston State University, LEMIT, Firestone Polymers, TREY INDUSTRIES, ExxonMobil Refining & Supply, ARLANXEO Performance Elastomers, AAA Machine & Fabrication, LLC, A-C-T® SMITH SAWMILL SERVICE, DCU Deaches Credit Union, PORTACOOL



Available for leadership & team retreats, strategic planning sessions, and event keynote programs.

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