



LEADER CHALLENGE

PRIDE

CHALLENGE

“None of us is as smart as all of us.”

Goleman,
Boyatzis &
McKee
The New Leaders

THE ISSUE:

Some work teams are not fulfilling their full potential or delivering the results required of them, and all teams, however effective, are capable of improving their performance. Typical team performance issues may include:

- Shared purpose, values and responsibility.
- Setting high and stretching objectives.
- Interpersonal relationships and communication.
- Flexibility, adaptability, initiative and responsiveness.
- Problem solving and decision making.
- Trust, mutual respect and cohesion.
- Shared leadership.
- Challenging and building on differences.
- Innovation and creativity.
- Roles and work assignments.
- Self assessment.

ELEMENTS OF SEA CHANGE PROGRAMMES THAT ADDRESS THE ISSUE:

- Recognising and valuing one's own skills, strengths and characteristics.
- Managing ambiguity and dealing with personal uncertainty. Challenging attitudes, habits and assumptions.
- Managing self and others under pressure.
- Understanding individual behavioural characteristics, team dynamics and diagnosing the stage of development of the team.
- Recognising and valuing the skills, strengths and characteristics of others and making use of diverse talents.
- Developing interpersonal relationships based on openness, honesty and trust. Active listening and sensitivity to the beliefs, opinions and feeling of others.
- Leadership and followership skills and style. Giving and receiving feedback. Coaching and facilitation skills and using reviews to improve performance

OUTPUTS & RESULTS

- A team unity and interdependence focused on understood and agreed organisational objectives.
- A team's performance leveraged beyond the sum of its parts, by identifying, developing and harnessing the personal strengths and abilities of team members.
- A pride in team performance, where high targets and standards are set and achieved.
- Flexible and supportive relationships, based on openness, honesty and trust, where the team takes responsibility for its own actions and results.

**TEAMS WANTING TO
IMPROVE THEIR PERFORMANCE**

SEACHANGE