

21 Ingredients of High Performance Teams

I have outlined below some powerful affirmations of high performance teams

1. We have a clear win
The win is defined and agreed upon. Everyone knows it. This differentiates a team from a group. We have a winning mindset. We believe we can do it. We deal with negativity. Results orientation – we are clear about our win. We are goal oriented. If something is misty in the mind of the leader, it will be foggy to the listener.
2. Our corporate esteem is healthy
Self-acceptance and belonging – easiest way is to celebrate birthdays, self-efficacy, sense of significance (I matter), self-respect, self-worth (valued as a human being, not just for performance).
3. We embrace Fun and Informality
Laughter and sense of humour. You can drop by someone's house without an appointment.
4. We have High Standards
There is a strong sense of challenge and stretching ourselves. People internalise high standards. People become how they are seen by authority figures whom they respect and admire after 5 years. People with leadership potential perform their best when they are challenged appropriately and slightly stretched.
5. We are Accessible and Approachable
How accessible are the leaders? How approachable are people? It should be easy to get through to you as well as interact with you.
6. We are Loyal to the team in a healthy manner
 - a. You've got my back, you don't spread rumours about me, you stop rumours about me.
Leadership is representational, not substitutional.
7. We have high trust levels
Functional (I will do what I said I will do), relational (I feel safe with you and know that you've got my back) and capability trust (I trust in your capability)
8. We have created a distinct culture
Shared values that have been intentionally created. We create culture in a number of ways such as: What you teach, model, measure, inspect, how you react to a crisis, through rituals and through what you reward and celebrate.
9. We support each other beyond our KPI's or job description
It's more about the team win than the individual win.
10. We treat people equity
 - a. No favouritism, we are all celebrated, we reward individuals and the team

11. Our levels of commitment and engagement are very high
Create an environment where people become self-motivated.
Dedication, vigour (amount of energy you bring to what you are doing) and absorption (fully engaged in an activity)
12. Our team loves open communication
 - Transparent. We can talk about the elephant in the room
 - There are no hidden agendas
 - People talk directly and candidly
 - Assertiveness is important (not passive and not aggressive)
13. We believe in unfiltered conflict around ideas
We leverage conflict. We have difficult conversations. We don't see conflict as a negative thing. There is no self-censoring or self-de-authorisation.
14. We have a culture of feedback
We give positive and developmental feedback. People know where to improve and where they stand. There is a strong culture of self-assessment and reflection. A powerful tool is SBII: Situation (event within context) Behaviour (something that can be observed) Impact (how it's effecting people) Improvement (give advice or suggestions on alternative actions)
15. There is mutual accountability in our team
No blame shifting or passing the buck. Non-performers are dealt with. The leader is not the only one to give feedback. When you shift blame, you deny yourself the ability to change.
16. We have the *right people* in the *right place* at the *right time*
This is why I am here. There is role clarity. This is what my team expects from me. This is what I do when I am going the extra mile. We also know what others in the team have to do and can step in for them from time to time. We enrol the right people and get rid of the wrong ones.
17. We celebrate diversity
It goes beyond the old boys' club and others are welcome. We are not clones of each other. We connect across ethnic groups, gender, profession, generation etc.
18. Mutual respect is a core value of our team
We talk respectfully, don't pitch up late, apologize when in the wrong, we are courteous and we respect differences.
19. We have been mobilized toward a cause
We know why we are doing what we are doing (significance) eg slides, photos, kids min etc. If we don't know why we are doing what we are doing then we will become cynical and not last.

20. The team relates well cross functionally with other teams

We know how we fit into the bigger picture. We are not in silos. We know the difference we can make to other departments. E.g. multimedia impact on band and sound department's impact on resources. What is the impact of worship on the word and prayer?

21. Our team members are Emotional Intelligent

Emotional Intelligence (EQ) is about understanding self, understanding others, adapting and connecting with them.

EQ has a number of dimensions 1. Emotional Self-Awareness 2. Emotional Management and Containment 3. Social Awareness 4. Relationship Management.