

ON-DEMAND PROGRAMME

CHANGING PEOPLE LEADERSHIP FOR GOOD



SERIES 3: BUILDING PERFORMANCE AND
DEVELOPING CAREERS
EPISODE 2: GETTING THE BEST FROM THE TEAM

WHAT WE'LL COVER

- Focus on team outcomes
- Team goal setting
- Team performance reviews
- High performing hybrid teams

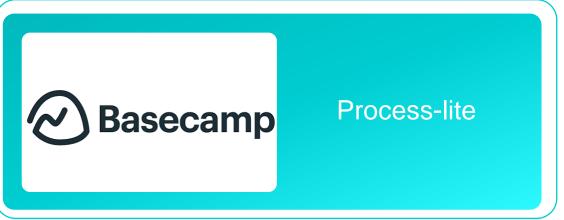
FOCUS ON TEAM OUTCOMES





TEAM GOAL SETTING









HOW TO SET TEAM GOALS

Why it matters?

- Team goals designed together increases motivation to achieve them
- Connect the team to a common purpose and each other
- Clarity on what they need to achieve and why it matters
- ☐ It's not an annual exercise shorter term, agile goals will feel more relevant to the team's day to day work

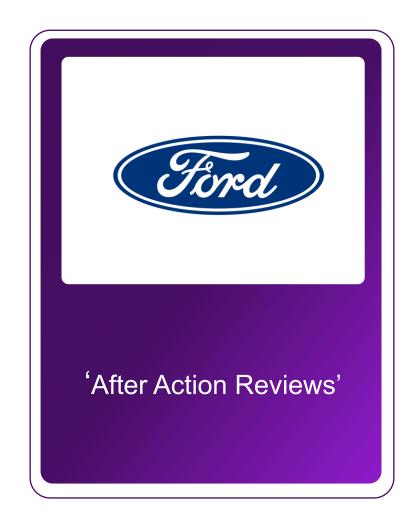
Tips

- Use the longer-term company goals as your focus
- Go process lite. What? Why? How?
- Set fewer goals
- Work in short sprints
- Keep asynchronous records

TEAM GOAL SETTING: CONVERSATION STARTERS

- Let's start with looking at our business strategy and what this means for us as a team.
- What goals are we going to pursue as a team over the next three months?
- Why do these goals matter? What impact would they have? Do we feel excited about them?
- Let's think of activities that would meet these goals?
- What outcomes will tell us we've been successful?
- Are we trying to do too much, or could we be more ambitious?
- How will we use our strengths as a team to achieve these?
- What could impact our ability to achieve? How would we deal with that?
- What support will you need from me?

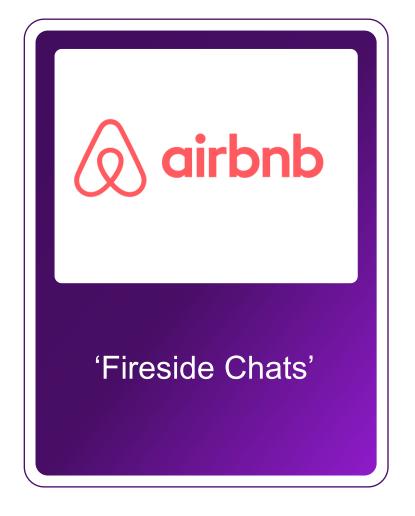
TEAM PERFORMANCE REVIEWS

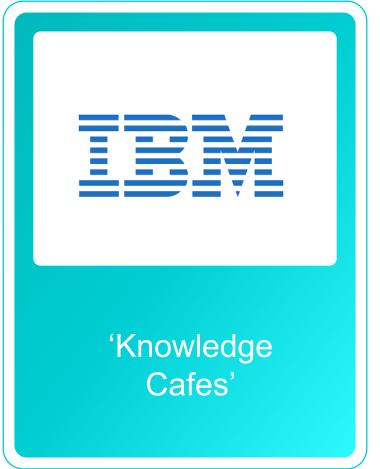


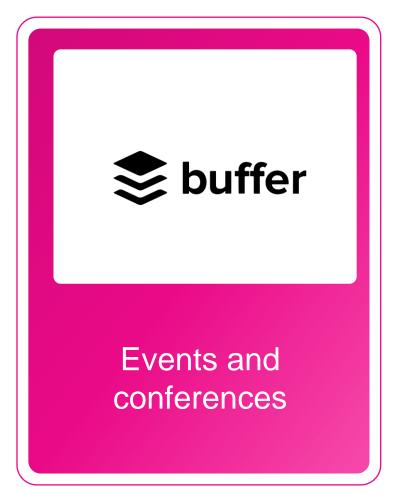




LEARNING AS A TEAM



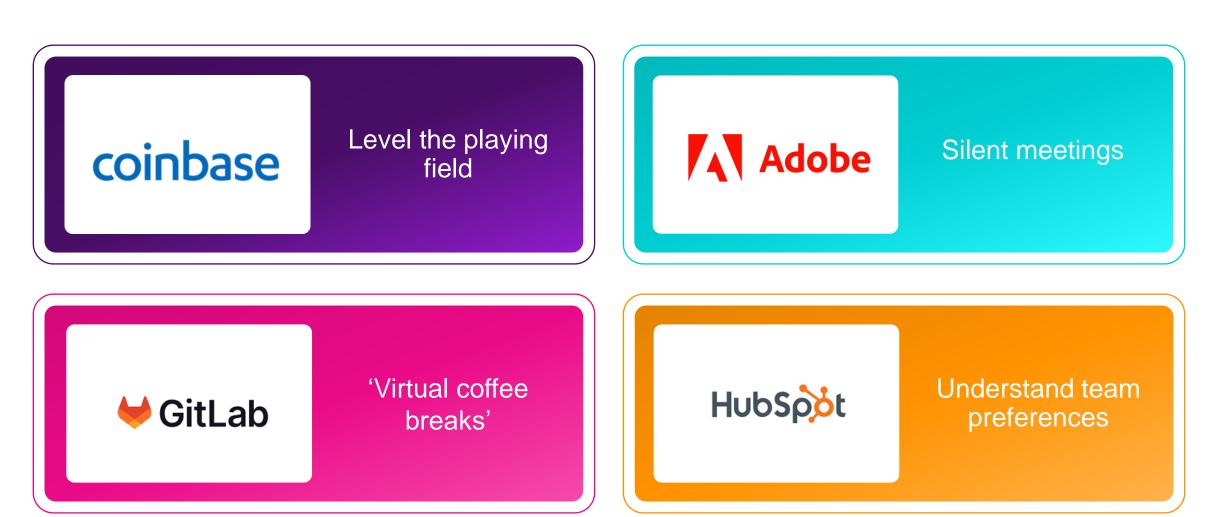


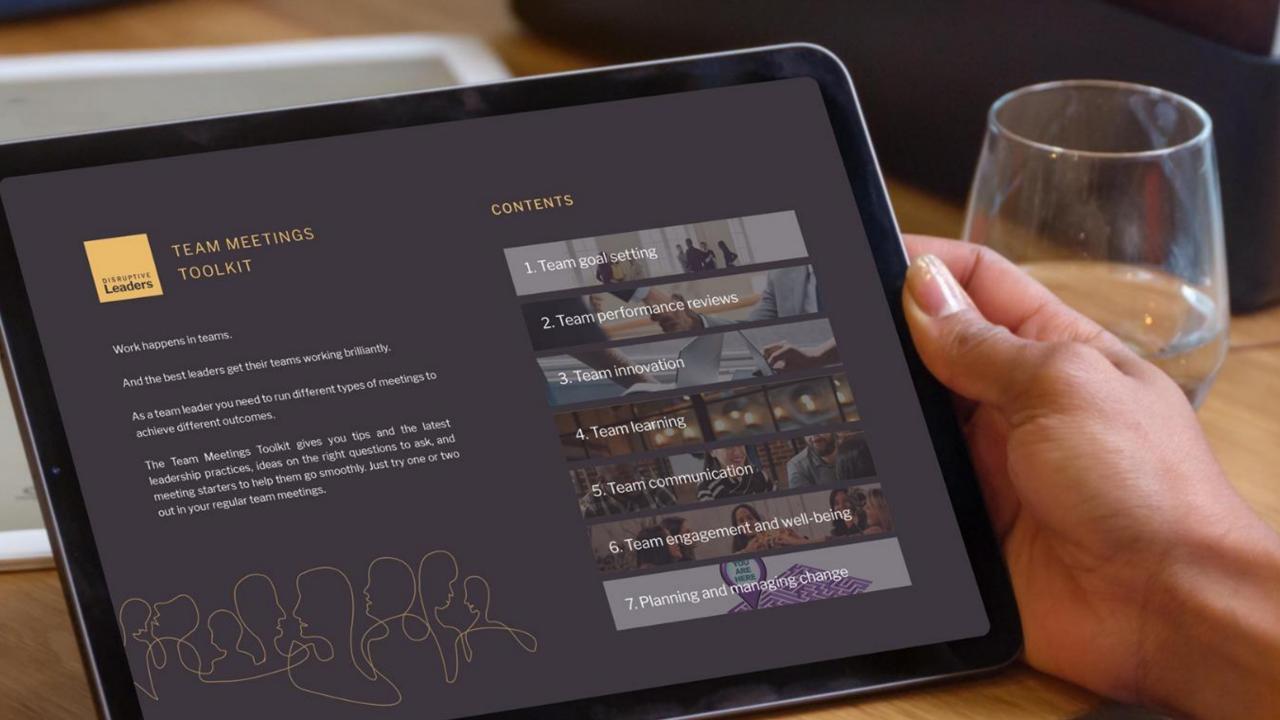


LEARNING AS A TEAM

- □ Schedule learning as an agenda item at your normal team meetings to make it easier for them to become a part of your team's regular routine
- □ Let team members try their hand at a new project or skill they are interested in, for a few hours each month with another team, and get them to tell the team what they've learned
- □ Encourage your team to build relationships outside of work suggest they go to networking events, speak at conferences or take someone to lunch and expense it
- Make it a 'lunch 'n' learn' with an engaging internal/external speaker or an online webinar
- ☐ Think of a problem that you see your team having, Google a helpful article/video and then send it to them saying that you want to talk about it at the next team meeting
- Ask your team to take turns to share an interesting article that they would like to discuss

HIGH PERFORMING HYBRID TEAMS





KEY TAKEAWAYS

- Try the 'tight-loose-tight' approach to help you focus on outcomes and give your team autonomy
- Take a collaborative, agile, process lite and aspirational approach to team goal setting
- Regularly review how things are going and celebrate wins, (and failures!)
- Make time on your team meeting agenda for learning something new as a team
- Adapt the way you work as a team so that everyone, wherever they are can perform their best

COMING NEXT



SERIES 3: BUILDING PERFORMANCE AND

DEVELOPING CAREERS

EPISODE 3: DEVELOPING CAREERS



SEE YOU NEXT TIME

