



# UNLOCK THE POTENTIAL OF YOUR LEADERSHIP TEAM



## Effective Teams...

- ✓ ...have impact above and beyond individual contributions
- ✓ ...produce tangible results that are sustained by a healthy work environment
- ✓ ...debate well, support each other, and are laser focused on what is most important
- ✓ ...have confidence in their ability to get back in sync after inevitable periods of dysfunction



## Ineffective Teams...

- ✗ ...waste time and resources on issues that fail to productively drive performance
- ✗ ...consist of team members that sometimes work at cross purposes
- ✗ ...contribute to a decline in the discretionary effort of managers and staff
- ✗ ...become more and more dysfunctional over time

Engagement starts at the top. Without engaged senior leadership, companies are not able to engage the hearts and minds of their employees.

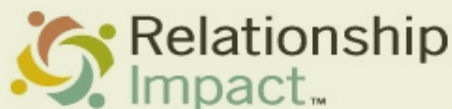


Engagement is derived from the way a senior leader connects with other senior leaders in the organization and how effective and accountable they are as a unit.



## Challenges

- Research suggests that less than 12% of teams rate themselves as high performing.
- Organizations assume that employees know how to work in teams and that inserting a good team leader will result in a good team.
- Teams are often formed to address a particular problem but little time is devoted to establish the necessary conditions for success.



A CEO's resource for unlocking leadership team potential.

*Relationship Impact is a veteran-owned consulting firm with a passion for unlocking the potential of the leadership teams of growing organizations.*



# UNLOCK THE POTENTIAL OF YOUR LEADERSHIP TEAM

## The Enabling Factors Behind Great Teams



**Structural Factors** help teams focus on and achieve specific business outcomes.

- What is the team's specific purpose?
- Are the right people on the team?
- Does the team operate by a set of agreed principles?
- Do incentives support teamwork?



**Relational Factors** help teams develop productive and healthy work environments.

- Do team members trust each other?
- Does the team encourage diverging viewpoints?
- Does the team engage in productive debate?
- Do team members hold each other accountable?

## RI APPROACH TO UNLOCKING LEADERSHIP TEAM POTENTIAL

We focus on two distinct but interconnected components:



*The team as a system that has characteristics that transcend those of any of the individual members.*



*The individual team members who play a significant role in how the team works together to achieve a common outcome.*

Our approach is developmental and provides practical, hands on support including...

- ✓ A structured process with proven tools to establish a baseline and help teams diagnose structural and relational challenges.
- ✓ A resource to challenge and help teams and individual members make and keep commitments.
- ✓ Guidance and coaching from a depth of experience working with teams across diverse environments.

### Assess



*Assess the performance of the team and begin to understand the structural and relational challenges.*



### Engage



*Work as a team to pinpoint the root issues behind the team's challenges and ID structural and relational solutions.*



### Commit



*Commit to the structural and relational solutions and initiate the hard work of changing behaviors and holding each other accountable.*



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