

alena bennett

FROM TALKING TO TRANSFORMING

HOW DYNAMIC TEAMS DELIVER INSPIRED OUTCOMES

Leadership teams bring some serious individual talent together. The opportunity organisations face, to quote Aristotle, is to *'make the whole greater than the sum of its parts'*.

The challenge that sits alongside that opportunity is this: How do you connect, lift and scale exceptional performance?



Without purposeful action, any of the following can happen:

- teams operate in silos, resulting in duplication, poorer quality and slower delivery.
- team members 'commit' to activity in meetings, only to walk away and focus on what they want.
- leader's time is consumed actively bridging the communication gap within the team.
- demotivated and disengaged staff as team is not seen as a unified leadership group.

Teams tend to find themselves somewhere on the 'Leadership team Ladder'. At each level, they face obstacles that prevent them from optimising performance. Their key focus areas vary depending on their respective level and desired outcome.

	TEAM	MEMBERS FEEL	OBSTACLE	FOCUS	OUTCOME	Effort: Impact
CREATIVE	DYNAMIC	Connected	Opportunity	Leverage	Inspired	1:6
	COLLABORATIVE	Cohesive	Vision	Identity	Commercial	1:4
PROACTIVE	FUNCTIONAL	Engaged	Knowledge	Connection	Productive	1:1
	SILOED	Alone	Support	Process	Confidence	4:1
REACTIVE	DISENGAGED	Apathetic	Care	Decision	'Fit'	6:1
	DYSFUNCTIONAL	Chaotic	Inconsistency	Clarity	Structure	10:1

Vertical axis labels: 'playmakers' (top), 'benchwarmers' (bottom). Horizontal dashed lines indicate 'Tipping point #2' and 'Tipping point #1'.

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When teams are dynamic and inspired they move from 'benchwarmers' to 'playmakers'.

- Objectives are achieved more effectively and efficiently as priorities are clear and agreed amongst the team.
- They have a mutual and clear understanding of the vision and how that translates to each team's contribution to the vision.
- A common language is developed that allows communication and challenge to be more free flowing and less confrontational.
- They create their own dynamic, high performing identity that sustainably achieves performance and behavioural standards.

In the same way professional sports teams prepare for a big game, teams need to take the time to learn the plays, get fit, strong and warmed up so they can perform at their best.

The approach

- **Understand the individuals:** Get an understanding of the individuals within the team - how they prefer to work, what drives them at work, what their motivators are.
- **Shared respect for the collective:** Use the individual work as the foundation to create the desired team culture.
- **Co-create team identity:** Design the behaviour standards that will drive optimum performance. Create mechanisms to ensure behaviour standards can be upheld.
- **Create clarity:** Match tasks and resources in a way that leverages individual and team strengths to guarantee success.
- **Continuous improvement:** Revisit and revise periodically to ensure continued success and growth.

Overarching outcome

Teams that talk to each other. Connected team members that can challenge and be challenged, and deliver results with less effort so energy is directed towards ongoing success. Outcomes achieved with an internal culture congruent with the external brand of the organisation.

About Alena

Obsessed with helping finance professionals deliver results by creating better business relationships, Alena uses her years of global professional experience and expertise as a Chartered Accountant, speaker, accredited coach, facilitator and motivational profiling practitioner to identify and unclog outdated practices and unleash the innovation that lies within each individual and team.

By connecting technical and leadership skills, she arms leaders with the capability to tactically and practically navigate their teams through the depths of crunch time and lift them out of the back-office. She focuses on the power of relationships and conversation to deliver the impact and influence required - fast!

Expect to be challenged - this is where the growth occurs!



Sound interesting? Let's talk! Contact Alena on alena@alenabennett.com.au or 0451 541 481

