



Effective Teams

We create the capacity for all our organisations to learn, to adapt and to grow.

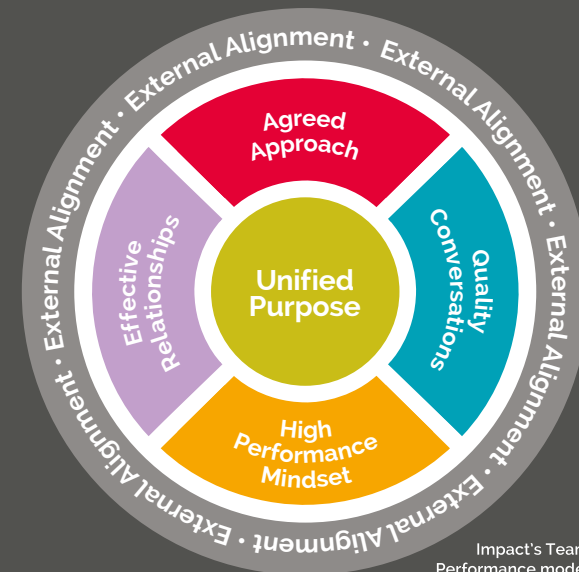
The challenge of working together

At the heart of all organisational performance is the ability for individuals to work effectively with others. Leaders can only get results through employees interacting with each other and customers effectively. And yet, for all the rhetoric around 'high performing teams', all the models, the analysis and the theory, we seem as far away as ever from effective teams being the norm, rather than the exception. The route to solving this problem is to recognise that each team is unique - a combination of unique individuals within a unique context; this makes it tough for a universal team development model to find traction.

In a world where we are called to lead increasingly diverse and dispersed teams, and at a time when agility demands that teams are constantly shifting, being formed and reformed, we need to find new ways to build the capacity of teams to deliver.



IMPACT



Impact's Team Performance model

Our view

We work with teams in a highly structured way to build the core capabilities of individuals to perform in a group setting. The key question is 'What does this team need in order to achieve its purpose?' Our experience suggests that the answer sits in the synergy between six interlocking factors.

- **External Alignment** with key stakeholders, ensuring effective relationships and **communication** flows
- An engaging **Unified Purpose**, that is clear, agreed and transparent
- An **Agreed Approach** to working together understood by all
- The skills to have **Quality Conversations**, central to effective meetings and to learning from each other
- The ability to maintain **Effective Relationships**, which includes having difficult conversations and working with strengths and weaknesses
- Sharing a **High Performance Mindset** and defining performance expectations



Effective Teams

How Can We Help You?

We can move the performance of your teams

We depend a lot on the performance of our teams; working in groups is the way we get things done. Your organisation can only move towards effective team performance if your people move. It's obvious. That's what people development strategy is all about. But moving people isn't easy. If it was, then reading great books, and watching some brilliant experts on video talking about why teams fail would be enough. Our collective experience tells us it isn't that simple.

Moving people means engaging with **meaning**, with **values**, with **motives**, and with **conscience**.

Only then will learning new **skills**, gaining insights and acquiring **knowledge** be useful, relevant and effective. And most of all **applied**.

Only then will we be able to build new mindsets and install collaborative behaviours. Your people will become **active learners**, able to use what they know and have learned to move the team's performance forward.

Our leadership development work



Westpac Premium Financial Services, Australia

We helped Westpac's senior leadership team to build a high performance culture that helped them drive the business forward.

'We started this journey as 12 separate individuals and ended as one team. We now have a unique bond that will help us soar to new heights'

Andy Fell, GM



CombiWith, Japan

We designed a team development programme to support the delivery of a hugely important cross-functional project designed to support business growth.

'As the Impact programme progressed there were significant and positive changes in the behaviour of the project team'

Muneharu Ishibashi, CombiWith

Recent clients



Recent awards



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