

Team Performance Essentials & Innovation for Strategic Business Leaders & HR Directors

“Rather than behave as independent C-level functional experts, the C-suite itself must now operate as a team. We call this trend the “symphonic C-suite,” & our respondents viewed it as the most pressing human capital issue facing organizations today”.

Insight from Deloitte’s 2018 Global Human Capital Trends survey

Changing the culture at C-suite level is sometimes a major challenge, however, rolling out greater connectivity & teamwork throughout the organisation is quite another, especially when the nature of work & necessary learning pathways are increasingly dynamic.

Getting multi-disciplinary teams to rapidly deliver mission critical benefits with agility & flexibility, has become a business evolution essential.



Productivity For Teams

In the HBR article “Great Companies Obsess Over Productivity, Not Efficiency” by Michael Mankins of Bain & Co, it becomes very clear that strategically, efficiency & productivity are very different.

Efficiency is about doing the same with less, whilst Productivity is about doing more with the same.

With many years of strategic HR focus on efficiency, it’s become clear that “most employees want to be productive, but the organization too often gets in their way”.

Bain & Co’s research showed that the average company loses >20% of its productive capacity (>1day/week) to ‘organisational drag’, where prevailing organizational structures & working processes actually impede progress.



However, leaders with a ‘Productivity Outlook’ behave differently & have one vital truth to conjure with...

“People have huge amounts of discretionary energy that they could devote to their work, but many are not sufficiently inspired to do so”.

‘As a result, they are 125% more productive than an employee who is merely satisfied. Stated differently, one inspired employee can produce as much as 2.25 satisfied employees’.

Leaders with a ‘Productivity Outlook’ do everything they can to tap into every employee’s reservoir of discretionary energy, to increase the level of inspiration across the organisation and, with it, workforce productivity.

Adopting a ‘Productivity Outlook’ can be challenging, but the payoff is enormous.

Bain & Co’s research suggests that the best companies are more than 40% more productive than the rest. This difference in productivity results in significantly higher profits—operating margins 30%–50% higher than industry peers—and faster growth.



How are your business teams performing?

How do you spot dysfunctional team problems in your organisation?

- Which of your business teams are struggling to deliver, or cannot cooperate effectively together?
- Where are there unresolved tensions affecting team performance?
- Which teams have internal trust issues & damaged relationships?
- Where are sub-groups forming that destroy the effectiveness of team meetings & processes?
- Where are 'well-meaning people' stuck in a downward spiral?

These are some of the warning signs to look out for!

Liberating 'Productivity Outlooks' for Fast Moving Teams

So, how important is effective teamwork & delivery of benefits, in an increasingly collaborative working environment with VUCA (volatility, uncertainty, complexity, ambiguity) a continuous challenge?



How do you access the latest innovative tools to actively improve your organisational performance & underpin team connectivity & engagement?



Use Team EI Survey to Initiate 25% 'Team Performance Essentials' Improvement...

Team Emotional Intelligence is different to individual EI & is used at both strategic & tactical team operating levels, to inject 'Productivity Outlook DNA' in the form of new 'team norms' into team operating processes.

Team Ei has a 25-year applied research pedigree & its impact on teams is shown to create up to 25% performance & productivity improvements. Given that 'Team Performance Essentials' highlight & build foundational practices of high performance at the team level, it is able to visibly unleash the collective power & synergies of the individual team members involved.

In addition, once the initial Team Ei intervention is completed, the accelerated evolution of the team is continued, whilst the team works together, leading to exponential benefits in the workplace.

Through this rapid team evolution process, huge amounts of discretionary energy, previously trapped, becomes liberated & available.

Working this way, is a lot more 'fun' than 'dysfunction' & creates lasting fulfilment within for those involved!



Lasting Performance Transformations

Permanent & positive changes become more apparent & the learnings are easily transferred to other teams across the organisation, by enlightened team members & leaders.

The essential ingredient for transformation is understanding the relevance of critical 'team

norms' & 'operating processes', which ultimately govern the success of the collective team effort.

This 25% productivity uplift for teams, is typically demonstrated in 'Team Performance Essentials' related areas:-

1. Infighting & dysfunction dissolves with improved relationships
2. Team problems get resolved & don't repeat with core issues addressed & fixed
3. New dialogues start which resolve unspoken blockers to high performance
4. Open & honest interchanges are encouraged & positively handled
5. Team members feel a deeper sense of identity with team & company
6. Commitment & engagement levels increase
7. Energy is not wasted on valueless or damaging activities
8. Teams learn to co-create their own solutions to new challenges arising

The Team Ei intervention elegantly paves the way for better team leadership, more autonomous & self-managing teams & fully empowered, high performing teamwork across the organisation.



For more information on how we will help you improve your team performance, please see our website www.eiworld.org/teams or email us info@eiworld.org or call us +44 (0)20 3507 0270

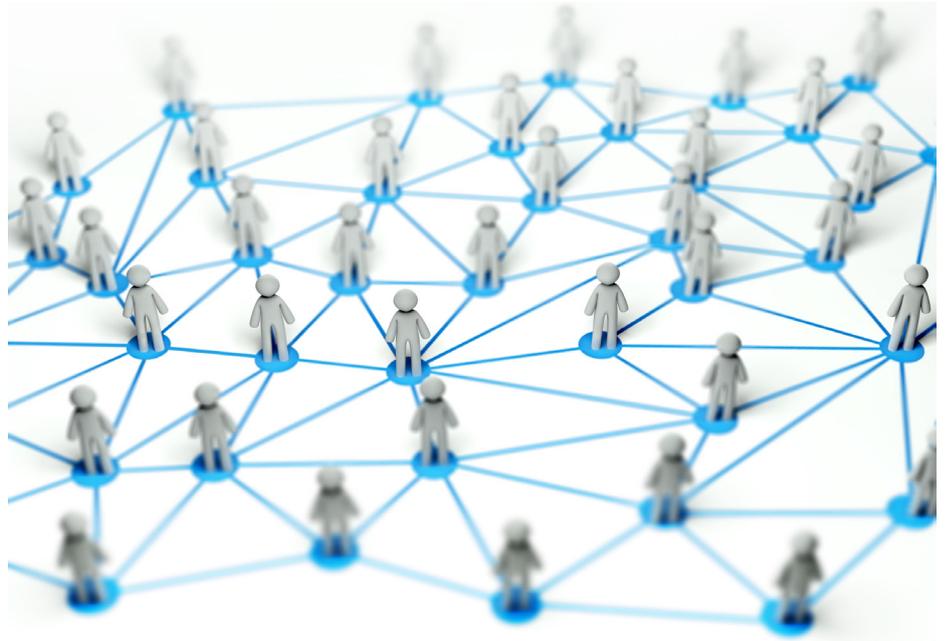
Organisational Deployment

Organisations deploy Team EI throughout their teams, projects & programme portfolios, to improve performance, build a connected, autonomous & interdependent culture & improve employee satisfaction.

Given that Team Ei creates the conditions for high performing teams, it can be used to accelerate new product developments & reduce time to market for innovation projects.

Working in a great team is a lasting memory & something no-one forgets. Team Ei makes what really works easily definable & then transferrable across teams throughout the organisation.

HR Directors, OL&D Directors & Business Change leaders can all gain substantial benefits using Team EI with their respective team populations.



Learning Essentials for Future Proofing Careers



“In the 21st century, careers are no longer narrowly defined by jobs & skills but through experiences & learning agility. The ongoing transformation of work, the need for people & organizations to constantly upgrade capabilities & shifts in employee preferences demand new approaches to learning, job design, performance management, & career development”.

Insight from Deloitte’s 2018 Global Human Capital Trends survey.

We believe that learning how to lead & operate with ‘Team Performance Essentials’, is a critical success factor for future proofing your career & your company’s sustainability, especially when exposed to rapidly changing global markets.

We find that once our clients have been involved in creating a truly high performing team, the impact is often life changing. These capabilities are highly transferrable to other project teams, across boundaries & skills groups.

Team Ei Accreditation Programmes

Ei World & GEI Partners run Accreditation Programmes in which delegates learn the theory & research behind Team Ei, gain familiarity with interpreting reports & data formats & the knowledge to be able to use the Team Ei survey approach on real teams straight away.

The 7 hour standard accreditation is split over 2 days & delivered remotely through a video-based connection. The highly interactive workshop-style approach enables all participants to become actively involved in the learning process. Customised & tailored accreditations are available to support cultural alignment & implementation of Team Ei benefits into large organisations, using their own internal/external coaches & change agents.

Participant feedback:

“This program helped me grasp the importance of underlying team emotional intelligence problems that kept getting overlooked & equipped me to apply the Team Ei survey approach very effectively back in my organisation”.

“The Team Ei Survey brings significant value through having a true group level assessment & a starting point for extremely important & relevant dialogue on components of teamwork that produce high performing teams.”



For more information on how we will help you improve your team performance, please see our website www.eiworld.org/teams or email us info@eiworld.org or call us +44 (0)20 3507 0270