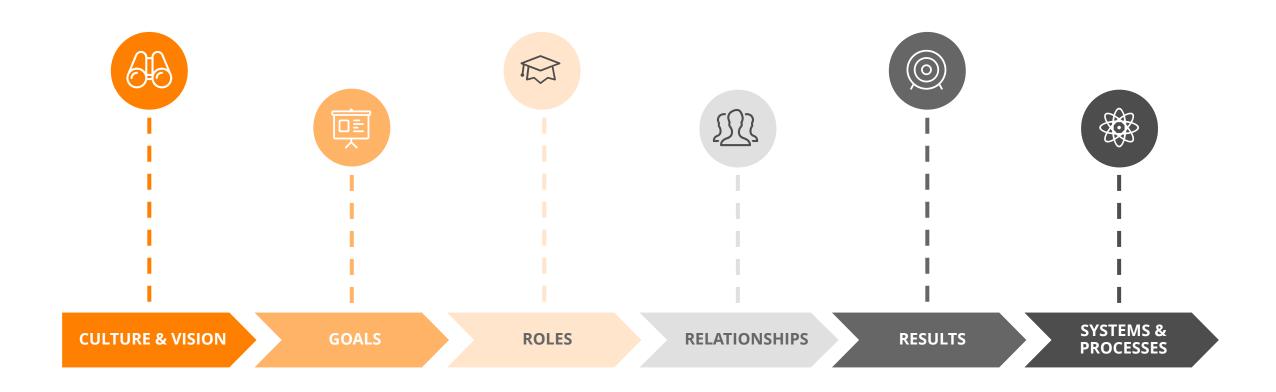
The High Performance Triangle MEORMATION ROLES **GOALS RELATIONSHIPS** RESULTS

SYSTEMS AND PROCESSES

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Creating a High Performing Team: The Roadmap



DRIVES ACCOUNTABILITY

Creating a High Performing Team: The Detail

vision

CULTURE & SYSTEMS & GOALS ROLES RELATIONSHIPS RESULTS PROCESSES VISION Are we clear about What are the 2-3 How does the team Do we know the **KEY** Who is responsible What processes and **OUESTION** the vision for the goals we need to for what and what are interact with each specific results we are systems need to be in looking to achieve to place to achieve the team and the achieve to meet our the expectations? other and how well required behaviours vision? do they know meet our vision and vision? to achieve it? themselves? goals? **KEY STEPS** 1. Define vision for 1. List the goals the 1. Prepare the 1. Team understand 1. Define what 1. Review gaps in the team (cultural organisational or themselves and success looks like team wants to existing processes and commercial) achieve team chart their behaviour in terms of and systems 2. Communicate 2. Determine the 2. Formalised and 2. Appreciation for 2. Document outcomes. vision success factors for relevant Position diversity and 2. Set timeframes for processes 3. Brainstorm and each goal Descriptions difference within achieving results. 3. Communicate and 3. Describe how document 3. Prioritise and 3. KPIs that link to team train processes 3. Team works behaviours assign goals to vision and team results/ across the team milestones will be team members together to drive required to meet objectives 4. Continuously 4. Performance higher measured e.g. KPI review and refine vision for execution feedback process performance scorecard in place 4. Leverage each others' skills Clearly defined and **Clearly defined roles** Strong relationships Clear and aligned **OUTCOMES** People are **Processes** are connected to the achievable goals for and responsibilities. exist and the team results linked to clearly defined and vision and aligned in individuals and the Regular two way have each others vision and goals. are being followed working towards the team at large feedback. back