



## The High Performance Leadership Teams Development Program

### 1. Why: The High Performance Leadership Teams Program?

To fast-track the transformation of your organisation, your Leadership Team is the 'No. 1 Team' needing to be optimised to the highest possible performance. Yet many leadership teams do not actually operate as 'high performance teams' per se with strong personalities, competing agendas, inadequate team time and overlaps and gaps in reporting processes creating chronic performance problems impacting upon the wider organisation.

The High Performance Leadership Teams Program (HPT) is the No.1 Leadership Team Development Program in Australia delivering transformational outcomes across Health, Education, Local & State Government.

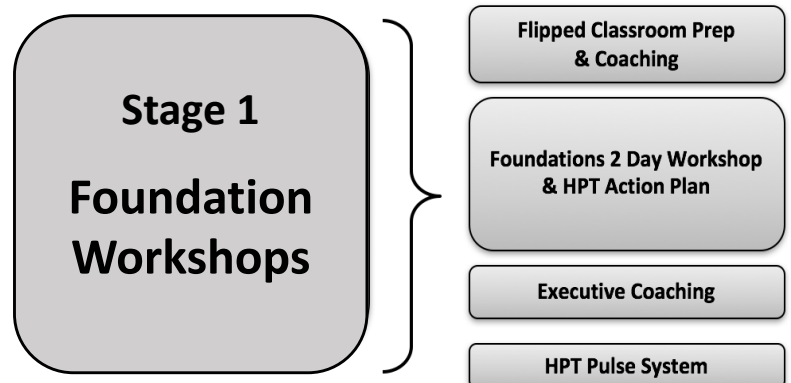
### 2. How: Does The High Performance Leadership Teams Program Work?

The High Performance Leadership Teams Program is a 3 stage team development program. The program typically consists of 4 x 1 day team workshops spread across three stages with executive coaching support and 360 feedback. We also encourage a strong action research focus on key organisational objectives between workshops.



### 3. Getting Started: Stage 1 Foundations Workshops

The 'Foundations' phase of the full 3 stage HPT program can be done as a stand alone program option before committing to the full program. After completing the pre-program coaching session, teams participate in a 2 day workshop which concludes with the implementation of a team specific action plan supported by follow-up coaching and a Team Pulse to ensure effective implementation and achievement of team milestones.



### 4. Feedback: What Leaders Are Saying

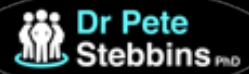
*"The program was excellent! It was great to feel challenged, not just talked at, in a safe environment where we could go 'deep' into issues."* Scott

*"Thank you for an inspiring and thought provoking program. The practical strategies and tools for working in leadership teams were very helpful!"* Vikki

*"Great program with real life strategies relevant to my leadership team. Our team is already talking about next steps – thanks!"* Barb

# High Performance Teams 12 Month Program: Study Guide

Face-to-Face or Live Online!



Stage 1 Foundations 1	Stage 2 Foundations 2	Stage 3 Grow & Stretch	Part 4 Next Level Performance
Delivery: 1 Day / 4 x 90min / 5 x 60min Webinars	Delivery: 1 Day / 4 x 90min / 5 x 60min Webinars	Delivery: 1 Day / 4 x 90min / 5 x 60min Webinars	Delivery: 1 Day / 4 x 90min / 5 x 60min Webinars
<b>1.1 High Performance Teams: 4 KPIs for Success</b>	<b>2.1 Activity Cycle &amp; Team Chart</b>	<b>3.1 Relationship Fitness &amp; Trust Matched Teaming</b>	<b>4.1 Team Dashboards &amp; Data Driven Decisions</b>
<b>Purpose:</b> Learn about Team Performance - the warning signs for low performance - and the key performance indicators for High Performance Teams. <i>Read: iTeams P1 &amp; 2</i>	<b>Purpose:</b> Learn about the important activities HPT's do regularly & map you Team Chart in terms of key roles, responsibilities & cross - organisational links. <i>Read: Team Booster #3</i>	<b>Purpose:</b> Learn about Relationships Fitness in teams and trust matched teaming strategy to boost psychological safety. <i>Read: Level Up – KPI 4</i>	<b>Purpose:</b> Identify the range of data that team's need to make great decisions and build your own team dashboard to make data conversations more effective. <i>Read: Selected Articles</i>
<b>1.2 High Performance Teams: Your Team Systems Review</b>	<b>2.2 Level Up Team Action Plan</b>	<b>3.2 Team Meetings Part 2 – Deep Dives</b>	<b>4.2 Setting Stretch Goals &amp; Action Planning</b>
<b>Purpose:</b> Learn about High Performance Teams (HPT) & review your current team systems and process identifying strengths and improvement areas. <i>Read: Level Up – All</i>	<b>Purpose:</b> Learn about the 5 Levels of Team Performance and complete a Team Based Level Up Assessment and Action Plan. <i>Read: Level Up – Level Up</i>	<b>Purpose:</b> Go deep into the HPT Team Meeting Toolkit & focus on preparing & running Deep Dive Discussions to generate solutions to impossible problems. <i>Read: Level Up - KPI 2</i>	<b>Purpose:</b> Learn how to set ambitious Stretch Goals that inspire new levels of team performance and innovation and then Action Plan these to maximise success. <i>Read: Level Up - KPI 1</i>
<b>1.3 The Platinum Rule: Leveraging Team Diversity</b>	<b>2.3/4.5 Purpose Driven Vision &amp; Goals</b>	<b>3.3 Difficult Conversations: The SBAR Approach</b>	<b>4.3 Feedback Stress: Status Dynamic &amp; Empathy</b>
<b>Purpose:</b> Learn about the Platinum Rule of Communication and how to build an effective team engagement strategy. <i>Read: Level Up – KPI 3</i>	<b>Purpose:</b> Identify Team Purpose within Organisation Purpose & Y Chart 1Yr Vision and SMART Goals. Advanced (4,5) 5 Yr Vision backward mapping goals <i>Read: Level Up - KPI 1</i>	<b>Purpose:</b> Explore the dynamics of difficult conversations with school scenarios and use the SBAR approach to resolve issues. <i>Read: Selected Articles</i>	<b>Purpose:</b> Discover how your body language and status dynamic accidentally escalates or resolves feedback stress with colleagues & customers. <i>Read: iTeams P3</i>
<b>1.4 Team Wellbeing: Pulse Conversations &amp; Boosters</b>	<b>2.4 High Performance Team Meetings Part 1</b>	<b>3.4B Performance Coaching Toolkit</b>	<b>4.4B Fast-tracking Sustainable Culture Change</b>
<b>Purpose:</b> Learn about collective efficacy and team wellbeing & use of pulse surveys and team booster activities. <i>Read: Level Up – KPI 4</i>	<b>Purpose:</b> Unpack the HPT Team Meeting Toolkit focusing on Agendas, Roles, Update Tools & Hot issues Workouts. <i>Read: Level Up - KPI 2</i>	<b>Purpose:</b> Learn the difference between Growth and Performance coaching and unpack update tools & peer coaching agendas. <i>Read: Team Booster #4</i>	<b>Purpose:</b> Learn about the 4 critical success factors for sustainable culture change and develop change plans for key issues in your organisation. <i>Read: iTeams - Afterword</i>

## Read: Quick Books

- *iTeams*
- *Level Up: 5 Quickstarts*
- *12 Team Boosters Vol 1 & 2*



## Watch: Quick Links

Channel: 'HPT Level Up!'

Playlist: *HPT Level Up!*



NOTE: Module Specific Video Links Are Also Sent [HPT Level Up!](#) Out Ahead Of Each Session

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