

HIGH-PERFORMING TEAM PROGRAMME

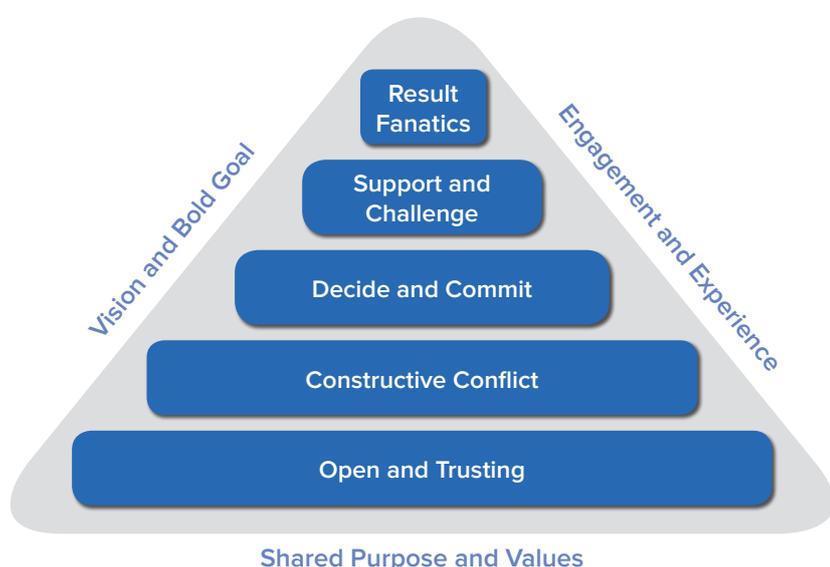
Achieving Your Team's Full Potential

Why Create a High-Performing Team?

Teams are the vehicles for creating a high performance organisation. High-performing teams are more likely to achieve the results they set out to achieve. They are also more rewarding to be part of. Members of high-performing teams report higher levels of engagement, motivation and productivity.

The Engine of a High-Performing Team

So what makes one team high-performing and another not? And how can you transform your team into a great team? In our experience, and based on extensive research, high-performing teams share the following features:



“Catapult facilitated a highly successful two-day workshop with my team. The feedback from even the most cynical members of the team was amazing. We have experienced significant changes to the team culture, but more importantly a huge shift in the level of commitment and ownership at an individual level.”

VICKI MCLAREN, Manager City Housing,
Wellington City Council

- **Shared Purpose and Values:** Great teams share a clear purpose and core values.
- **Vision and Bold Goal:** High performing teams share an inspiring vision and create bold goals for progress.
- **Engagement and Experience:** Team members find being on the team challenging, satisfying, and fun.
- **Open and Trusting:** Members of high-performing teams trust each other on a fundamental level. They are comfortable expressing thoughts and feelings. They are vulnerable about weaknesses, mistakes, fears and behaviours. They are confident that other team members' intentions are good.
- **Constructive Conflict:** Members of high-performing teams engage in passionate dialogue around important issues and decisions. They challenge and question one another in the spirit of making great decisions.
- **Decide and Commit:** Members of high-performing teams make decisions, even when members of the team have initially disagreed. They achieve genuine commitment and trust one another to act on team decisions.
- **Support and Challenge:** Members of high-performing teams support one another and hold each other accountable for agreed decisions and behaviours.
- **Result Fanatics:** Members of high-performing teams set aside their individual needs and agendas and focus on what's best for the team. They take personal responsibility.

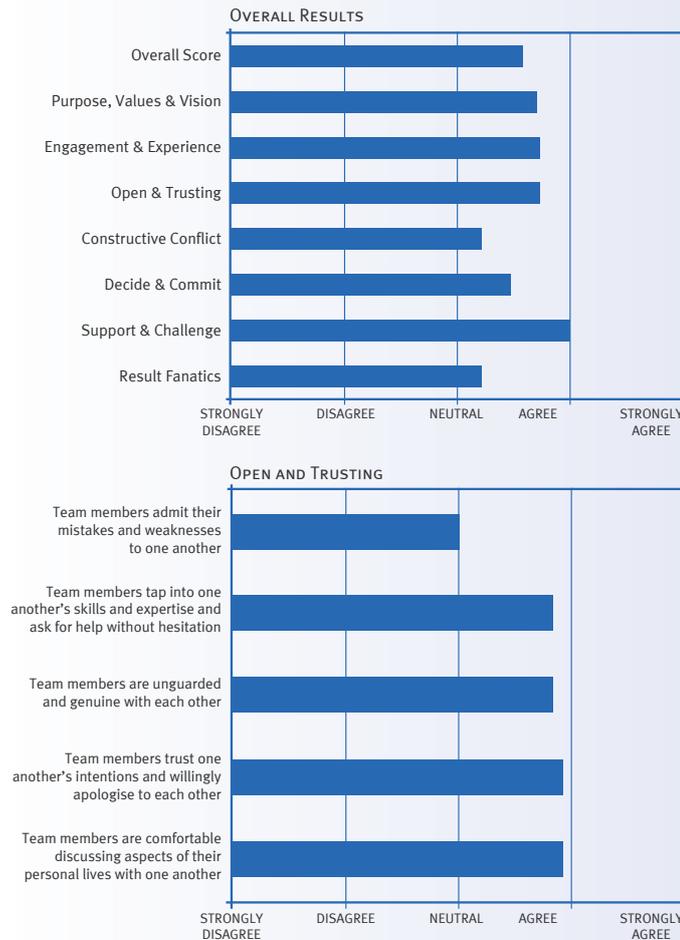
Inspire
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Performance Dashboard

To improve your team's performance, you first need to know where you're starting from. Your team will complete the Catapult Team Assessment online. The resulting Report will give you a clear dashboard of your team's current performance against the features of high-performing teams (see the Sample Team Assessment Report, 'Overall Results' below). The Report then gives detailed analysis of your team's performance against each feature, including the spread of individual responses (see 'Open and Trusting' below).

Sample Team Assessment Report



3.1 Team members admit their mistakes and weaknesses to one another.

STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	DO NOT KNOW
1	0	3	6	4	0

"The work Catapult did with my team has had a significant impact. Individuals within the team were able to examine their own behaviour and consider ways they could improve the way they approached challenging situations. Catapult's facilitation was superb – they kept the group focussed and engaged throughout the day. It was one of the best things we have done as a team."

JILLY TYLER, Manager for Early Childhood, Northern Region, Ministry of Education

What Do Catapult High-Performing Team Programmes Include?

Catapult High-Performing Team Programmes show you how to build and sustain a high-performing team. Based on your Team Assessment Report, Catapult will fully customise a Team Programme to meet your team's development needs. Team Programmes may include:

- **Team Purpose:** creating a clear shared team purpose which will guide and inspire.
- **Team Values:** uncovering core team values to guide behaviour.
- **Team Vision and Bold Goal:** creating an ambitious picture of the future and goals to stimulate progress.
- **Team Openness and Trust:** exercises and tools to enhance openness and trust between team members.
- **Constructive Conflict:** how to have challenging conversations that strengthen teamwork.
- **Decision Making and Commitment:** designing meetings to be decisive, focused, and interesting; enhancing commitment to decisions made.
- **Support and Challenge:** increasing peer to peer coaching and accountability.
- **Result Fanatics:** the importance of shared team results and personal responsibility.
- **Behavioural Styles:** developing self-awareness and greater understanding of team members through DISC behavioural styles profiles.

Catapult programmes are led by master facilitators who actively model and explain the skills being developed. A combination of presenting key concepts, experiential exercises, and action planning are used.

Follow-up coaching is recommended to deepen learning, sharpen focus, and maintain momentum. Coaching can include both team coaching (monthly or quarterly catch-ups) and team leader coaching.

A Selection of Catapult High-Performing Team Programme Clients

- ACC
- Auckland University of Technology
- Computer Associates
- Department of Building and Housing
- Department of Labour
- D-cypha
- Energy Efficiency and Conservation Authority (EECA)
- Environmental and Risk Management Authority (ERMA)
- House of Travel
- IHC
- Inland Revenue Department
- Intercontinental
- Jacques Martin
- Sparc
- Meridian Energy
- Ministry for the Environment
- Ministry of Economic Development
- Ministry of Education
- Ministry of Health
- Ministry of Justice
- New Zealand Food Safety Authority
- Office of Treaty Settlements
- Otago Polytechnic
- Te Papa
- Transpower
- Wellington City Council

ENQUIRIES

To learn more about Catapult High-Performing Team Programmes, or for a free consultation about your team's needs:

PHONE: 04 3888 368 EMAIL: enquiries@catapult.co.nz

FIND OUT MORE ABOUT CATAPULT: www.catapult.co.nz