



## **Building High-Performance Teams**

### **What Is A High-Performance Team?**

Teambuilding is more than a corporate buzz word; it is an essential process in creating synergy among the individuals on a team so they can efficiently reach desired goals. High-performance teams are composed of individuals who are committed to achieving the team goal/mission.

Successful teambuilding requires understanding and accepting individual roles, defining measurable tasks, and developing strong leadership and collaboration skills.

### **Challenges of Team Building**

The purpose of organizational teams is to harness and capitalize on the strengths of individuals to benefit the entire organization. Teamwork provides a forum for individuals to combine their skills and talents while contributing to the health and vitality of the company or association.

However, common pitfalls of the team approach include poor communication, deficient goal or mission enrollment, negative ego involvement, ambiguous task objectives, and lack of role clarity.

### **How Javitch Associates Builds High-Performing Teams**

Our clients seek our expertise to diagnose and provide solutions to the obstacles their teams confront. At Javitch Associates, we offer a wide-range of services to companies and organizations for high-performance team development. Utilizing field-proven methods that provide concrete and practical applications, we work with individuals and the entire team to determine strengths and limitations.

The following identifies the key steps we implement to transform your team into a high-performance team:

1. Assess the environment
2. Define the company and team goals
3. Clarify the roles of each team member
4. Establish the key processes
5. Develop team trust

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6. Build relationships
7. Report outcomes

Depending on your team's needs, we typically work with clients from three to five months. We begin with interviewing individuals to understand roles and group dynamics. With this information, we design a tailored one, two, three-day (or more) team-building workshop, and provide a three-month follow-up with your team.

### **Benefits of Javitch Associates' Team-Building Services.**

1. *Team Development* - As a client-centered firm, we strive to understand the unique needs of your team to provide services specific to your industry, organization, or department. We help team members develop positive working relationships and implement teamwork strategies to ensure team success. We use field-proven strategies to build high-performance teams that strip through organizational politics and ego involvement to provide clarity to the issues at hand.
2. *Improved Synergy* – With our training program, we produce high-performance teams that marshal and combine the individual strengths of each team member to build greater resources, approaches and output. Greater productivity is an outcome of this effort.
3. *Objective Insight and Structured Facilitation* - As managers and organizational psychologists, we have more than 25 years of experience that informs our work. We understand managerial issues that affect organizations and teams. In addition, as professional facilitators, we guide the dialogue among staff members to ensure successful and constructive team effort.

Does your team need assistance in building a high-performance team(s)?

[Click here for a FREE online evaluation.](#)

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