

# The High Performance Team<sup>®</sup> Profile

HEALTHY COMPANIES  
INTERNATIONAL

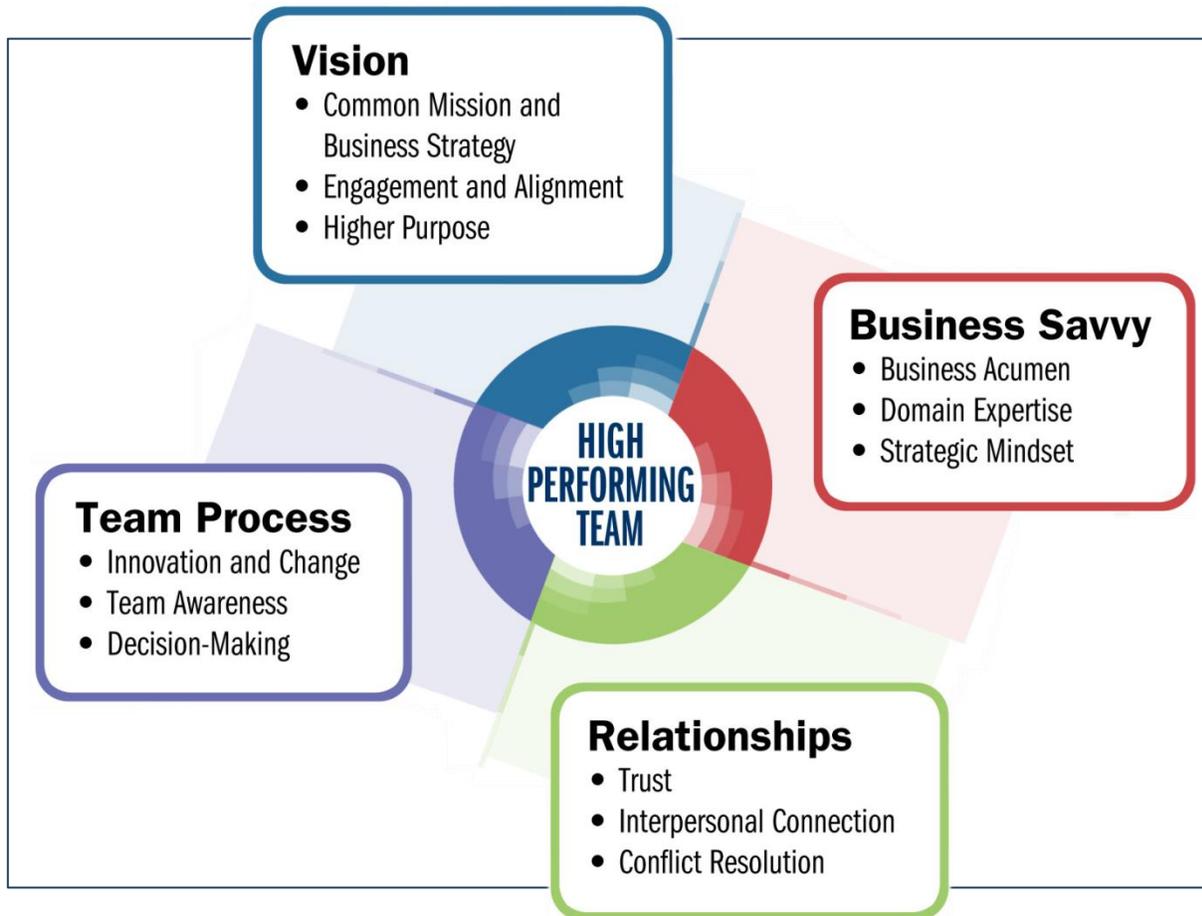




# FOUNDATIONS OF A HIGH PERFORMANCE TEAM®

While there are many frameworks and methodologies that can help team effectiveness, they often fail to capture the underlying beliefs and behaviors that build resilience and drive sustainable high performance. The High Performance Team® model synthesizes into a holistic framework our insights from hundreds of leadership interviews in dozens of countries with the latest research in teamwork, management, neuroscience, and psychology. The results show what it takes for a group of highly effective individuals to come together as a High Performance Team.

The High Performance Team® Profile provides a snapshot of your team’s effectiveness and indicates potential vulnerabilities that can hamper the performance of the team. This distinct and holistic model provides a foundation and profile that can guide team growth and development.



# THE HIGH PERFORMANCE TEAM® PROFILE

The High Performance Team® Profile will make more transparent how you and your colleagues perceive the team’s workings and capabilities. This portion of the report dives into multiple dimensions and provides a perspective on how you and your teammates rate the team’s processes and performance.

## THE OVERVIEW REPORT

The report begins with a roll-up table of all of the results for the four domains of the High Performance Team®. The table includes symbols to represent you and your team’s responses.

	Never	Seldom	Sometimes	Often	Always	See Page:
Vision				●		5
Common Mission and Business Strategy				●		6
Engagement and Alignment				●		7
Higher Purpose				●		8
Business Savvy				●		9
Business Acumen				●		10
Domain Expertise				●		11
Strategic Mindset				●		12
Relationships				●		13
Trust			●			14
Interpersonal Connection			●			15
Conflict Resolution			●			16
Team Process			●			17
Innovation and Change			●			18
Team Awareness			●			19
Decision-Making			●			20

**Key**      Your Team's Response Average ●

# INDIVIDUAL DOMAIN REPORTS

The Report goes into further detail of the results from each domain of the High Performance Team®.



## VISION

Vision refers to the potential and possibility that give us purpose and inspire us to pursue a common mission. It is what motivates each team member to share in a commitment to excellence and to build an organization capable of achieving its goals.

Vision is also a North Star—that single point of reference returned to over and over again—that keeps the team on track regardless of day-to-day challenges and distractions.

While no one can see fully into the future, the vision sets a team's direction as the future unfolds. It guides team decisions about how to work together most effectively. The vision is a reminder of what is truly important, and has the power to energize the team in times of stress. A team's vision reflects that of the organization, including a sense of social responsibility and commitment to the greater good.

*Your culture starts with your team. It's so important to have people that share your values. I don't want people that are like me in terms of my competencies; I want people that complement that, but I very much want people who are on the same page.*

- **Nancy Schlicting**, Chief Executive Officer, Henry Ford Health System

### Ask yourself:

- How does each component of vision—common mission and purpose, shared commitment, and social responsibility—influence and enhance team performance?
- What consequences might the organization experience if the team does not improve in areas that need further development?
- What impact might greater vision have on the team's business savvy, relationships, and process?
- What can you do to improve the team's effectiveness in pursuing its vision?

	Never	Seldom	Sometimes	Often	Always	See Page:
Vision				●		5
Common Mission and Business Strategy				●		6
Engagement and Alignment			●			7
Higher Purpose				●		8

Key Your Team's Response Average ●

## MISSION AND BUSINESS STRATEGY

Mission and business strategy are the cornerstones of strong, high performing teams. A clear mission and business strategy that motivates a team to build shared understanding of the business, market strategy, performance and growth expectations, and opportunity. If mission and strategy periodically, the team is able to ensure that what they current, refreshed, and vital.

*Build a lasting team and a lasting organization if your values aren't reflected in the current team and the values of that organization.*

- **Horacio Rozanski**, President and Chief Operating Officer, Booz Allen Hamilton

VISION	Never	Seldom	Sometimes	Often	Always	Don't Know
<b>Common Mission and Business Strategy</b>						
Team members share a common understanding of the organization's overall mission and strategy.			3 ●	4		
Team members are in strong agreement about the business strategy that is driving the organization.			5 ●	2		
Team members are genuinely inspired by the mission we have set for the organization.				7 ●		
We discuss and revisit our mission and strategies to ensure they are current and optimal to what we do.			4 ●	3		
Team members share a common understanding about the growth and opportunities of the business.			1 ●	6		

Key \*All numerals represent the number of responses from your team members Your Team's Response Average ●

## HIGHEST AND LOWEST RATED COMPONENTS

Every team has its unique strengths and vulnerabilities. Reviewing the highest and lowest components as rated by your team can provide insight regarding where the team is strong and where there is an opportunity for improvement. From there you can begin to craft a development plan - one that is framed by essential team member actions and built on the foundations of The High Performance Team® model.

HIGHEST	LOWEST
<p><b>Common Mission and Business Strategy</b> Your team has a well-defined mission and business strategy that inspires and motivates peak performance. These are the foundations for your shared understanding of the business, the business model, market strategy, performance and growth expectations, and opportunity. Remember to revisit the mission periodically to ensure that the team’s actions remain current, refreshed and vital.</p>	<p><b>Business Acumen</b> At times, your team might not possess the scope and depth of business knowledge for optimal decision-making. If this is the case, you will want to take a hard look at team competencies—not only individual areas of responsibility within the team, but in virtually all aspects of the business. This can also be a symptom of being “siloeed”. It might also be necessary for your team members to provide more insights into what they know, and how their parts of the business work. Seeing and providing knowledge across real and perceived boundaries among areas of the business might need to be encouraged.</p>
<p><b>Engagement &amp; Alignment</b> As a team, you have defined and agreed on how you will work together. You have determined just how and how often to communicate with one another. You share an understanding of the problems and challenges faced by each team member in running the various parts of the business and recognize how best to lend support. You trust and respect one another and make an effort to ensure all voices. This engagement and alignment holds the team together in challenging times and is a bond to celebrate.</p>	<p><b>Domain Expertise</b> There may be gaps in the functional expertise of your team—in content knowledge, awareness of the latest developments in the field, or some deficiency in management skills, execution, strategic thinking, or leadership. You may want to revisit your performance evaluation system to ensure it provides the feedback to identify gaps and development needs. Low scores in this area can be symptomatic of a lack of confidence in one another’s ability and/or commitment.</p>
<p><b>Higher Purpose</b> Your team clearly draws energy and inspiration from recognizing its leadership role in working for the organization’s higher purpose. Your sense of social responsibility and commitment to the greater good are reminders of the broad impact you have on employees, stakeholders, and the larger community beyond the organization, and figure into all the team’s decisions.</p>	<p><b>Strategic Mindset</b> Your team may sometimes have difficulty remembering to consider the organizational implications of daily decisions and the importance of maintaining your strategic vision. To avoid short-sightedness and missed opportunities, take steps to fully ingrain the team’s strategic mindset into all aspects of your work.</p>
<p><b>Trust</b> Your team is known for being open, honest and grounded in a sense of genuine goodwill and fair play. You strive to build relationships based on mutual respect and integrity and you earn one another’s trust by following through on promises and commitments.</p>	<p><b>Conflict Resolution</b> It is sometimes difficult for your team to address issues with the potential for disagreement or conflict. You may be resistant to giving candid and timely feedback. To acknowledge problems and resolve them quickly, team members must develop their skills and courage to initiate and follow through on difficult conversations.</p>

We support and guide leaders and their teams in their efforts to navigate change, spur growth and innovation, and create a growing bench of leadership talent. Our integrated solutions are based on more than 25 years of research and collaboration with CEOs and executive teams at highly regarded organizations.

**LEADERS**



- Executive Advisory Services
- The Healthy Leader® Profile
- The Healthy Professional® Profile
- The Healthy Leader Personal Development Plan
- Executive Coaching
- Emerging Leader and High-Potential Development

**TEAMS**



- The High-Performance Team® Profile
- The High-Performance Team Development Plan
- Team Alignment/Development
- Global Team Development
- Global Board Development

**ORGANIZATIONS**



- The High-Performance Culture Scan
- Organizational Change and Transformation Strategy
- Consultation Services that Drive Growth and Innovation
- Succession Planning
- Human Capital Strategy and Execution

**Healthy Leaders** build **Healthy Teams** create **Healthy Companies**





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