

# Building A High Performing Team

The ultimate teambuilding experience

*Note: A review of current team literature shows that most programs focus on team leadership or implementing teams. **Building A High Performing Team** is designed for the team as a whole, preparing it to make the quantum leap to peak performance.*

## **HPS team definition:**

High Performing Teams are proficient in team skills, have clearly defined goals and are committed to achieving those goals.

Building a High Performing Team is a state-of-the-art teambuilding process that achieves full commitment from team members and empowers them to perform at higher levels. During this process, team members receive valuable individual and team feedback, learn to deal with personality differences that might be affecting team performance, develop a common understanding of the team's goals and objectives and create an action plan for next steps.

This is a powerful teambuilding experience, designed using a proven process to produce long-term, measurable results in team performance.

## **As a result, team members are able to:**

- Define team goals and process for reaching them
- Increase commitment, morale and job satisfaction
- Use the TEAM Model to understand team dynamics
- Develop special team skills to move to the next performance level
- Identify obstacles and improve communication
- Measure performance improvement
- Maximize individual and team strengths

**Pre-Assessment:** The initial assessment is an opportunity to view the team through multiple lenses to determine the effectiveness, strengths and weaknesses of team members and the team as a system. This also provides an overview of the organizational culture and how the team interacts with other systems in the organization. Individual interviews, observation and confidential diagnostic assessments may be used to collect data.

**A Custom Designed Teambuilding Experience:** Based on pre-assessment data, each teambuilding experience is customized to meet specific team needs. Session length, presentation format, location, theme (if desired), experiential exercises, materials and examples are chosen based on team needs and desired outcomes.

HPS has designed hundreds of teambuilding experiences using a variety of methods to achieve desired results. Retreats, outdoor experiential, learning laboratory and team flight simulators are some of the options for enhancing team development.

**Follow-Up:** Within six weeks, team members reevaluate the team to measure actual changes in performance. The difference is often dramatic. Team members receive additional feedback, reinforcement strategies, encouragement and assistance in action plan development. Our commitment to you doesn't stop there. HPS project team members and staff continue to be available to assist you.

## **HPS has led teambuilding for:**

"When we began our three-day teambuilding session, I had my doubts. I hardly recognized us when we left. This is exactly what we needed."  
CertainTeed Corporation

"We experienced firsthand how, working as a team, we can do more together than we can do as individuals. The challenges, the inspiration, the camaraderie - it was great!"  
Penske Truck Leasing Co., L.P.



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