

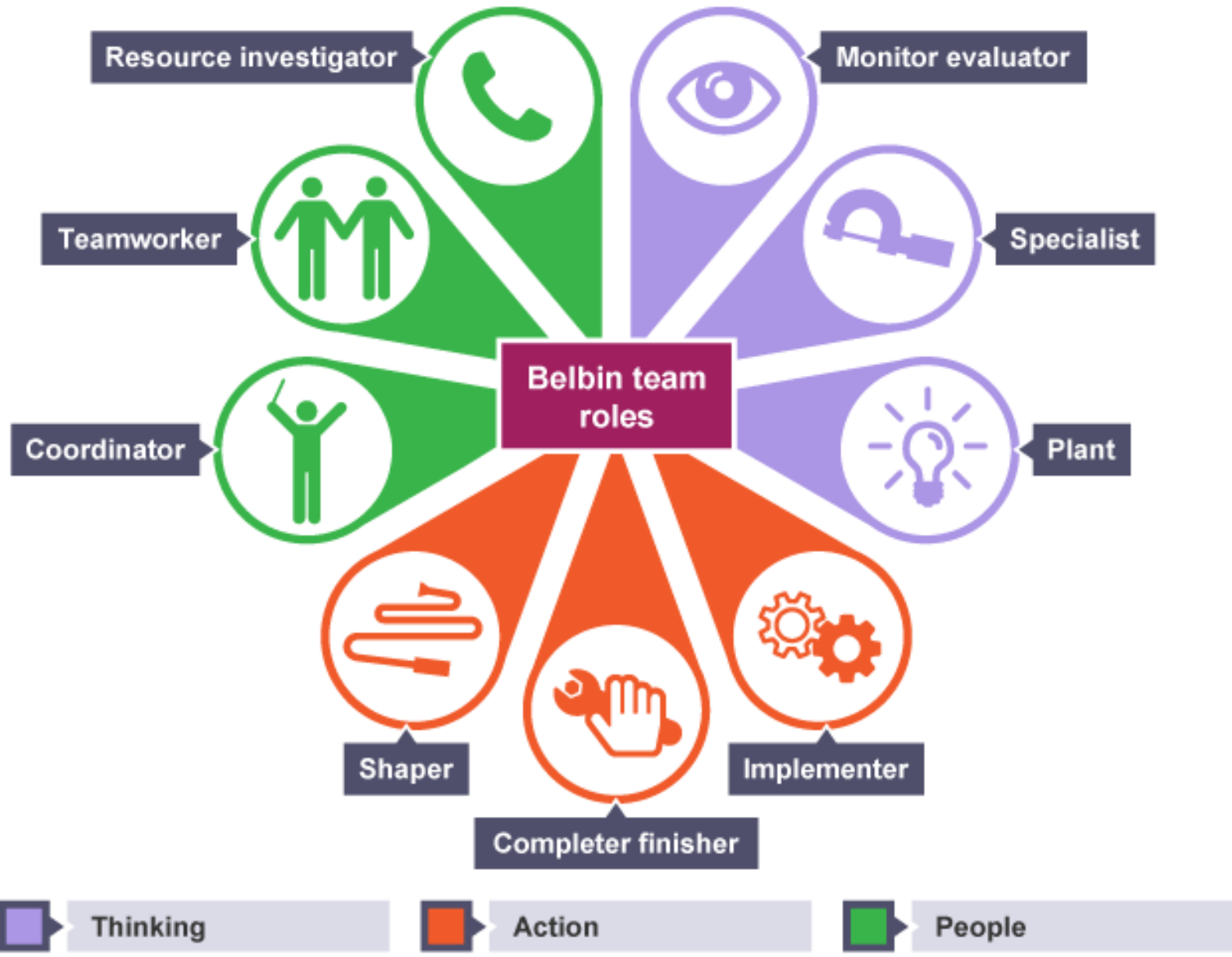
High Performance Teams

Dr Russell Cowley & Claire Drakeley

AEME Forum 2022

Let's Play Hockey







UK & EUROPEAN

STORAGE, WAREHOUSING

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MASTERS

MSC
NUTRITION

803

803

803

803

SYCAMORE
PETERBOROUGH

803

ROSE

Vivacity

Shand Carpets

WARRINGTON

WARRINGTON

BLACK

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

WARRINGTON

HIGH-PERFORMING TEAMS

- High performance, team-based results
- Highly motivated team

- Poor performers are managed and held accountable
- Same standards apply to everyone

- Aligned on common purpose and objectives
- Clarity on direction and priorities
- Highly engaged team members

- Confront problems and issues quickly
- Develop practical solutions
- Get input from the team

- A safe environment to speak up
- Team members help each other
- Leverage strengths for the team

RESULTS

ACCOUNTABILITY

COMMITMENT

CONSTRUCTIVE CONFLICT

TRUST

DYSFUNCTIONAL TEAMS

- Poor performance and results
- Team turnover

- Missed deadlines and key deliverables
- Poor performance is tolerated and creates an environment of resentment and hopelessness

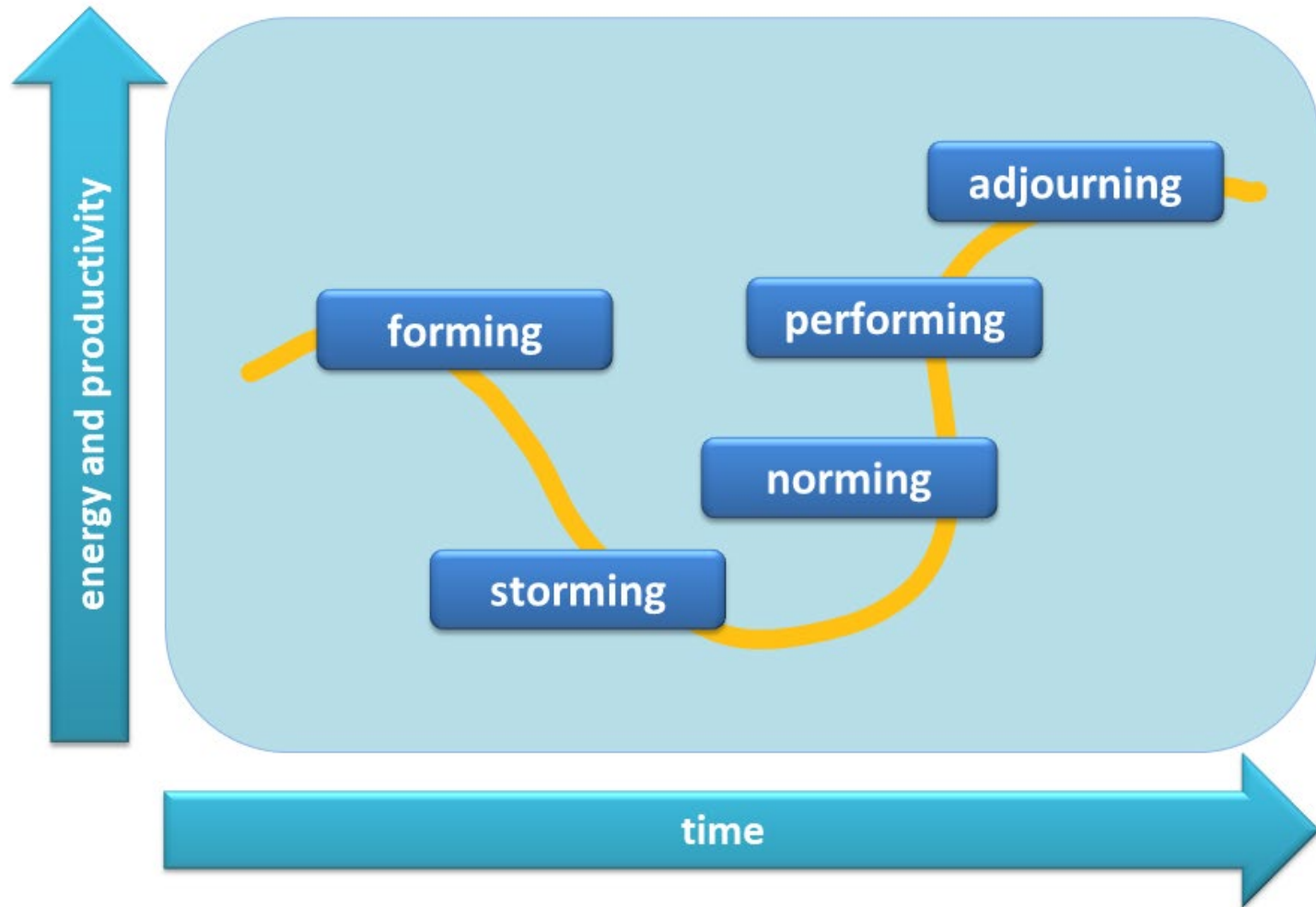
- Ambiguous direction and priorities
- Revisits discussion again and again
- Absenteeism

- Go around problems
- Do not confront tough issues
- Lack of transparency drives confusion

- Hesitate to ask for help
- Conceal weakness from others
- Dread meetings and avoid team

Based on Lencioni









22

COWLEY
17

DHL



Signs Banners Vel

What does high performance mean for an event team?

- Managing complexity and change
- High levels of risk & legal responsibility
- Temporary teams
- Transferable & event-specific skills and knowledge
- High customer and client expectations
- Multiple agendas and stakeholder expectations
- Achieving ambitious objectives
- High levels of trust
- Effective communication

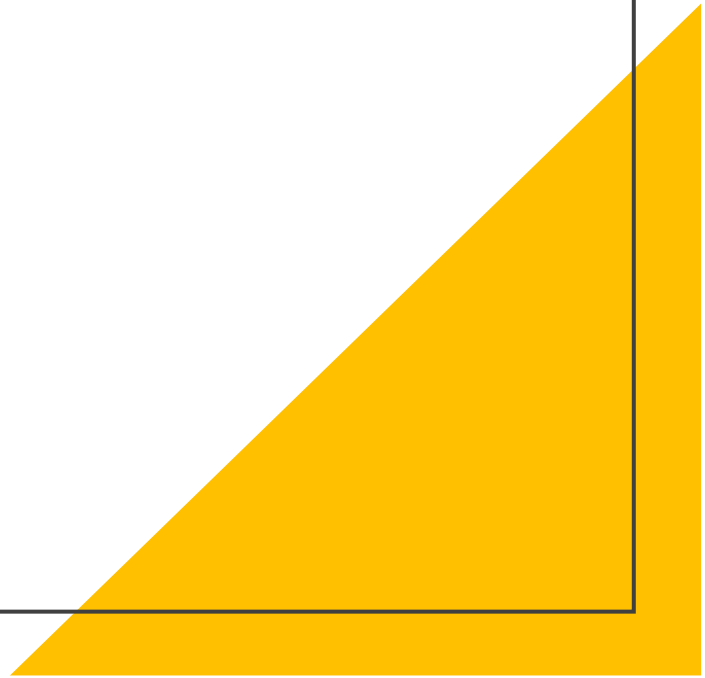
Generational differentiation



What does
a high
performing
academic
team look
like?

www.menti.com

Voting code: **1718 1432**



Any
questions?

