

# BUILDING AND LEADING A HIGH PERFORMANCE TEAM



## Orchestrate Your Team to Optimal Performance

The key element to building and leading a high performance team depend upon both outside-the-team factors as well as within-the-team conditions such as *inter alia* skills and processes. All these factors must be present to pave the way for an engaged culture leading to high performance.

### Methodology & Tool Suite

**OPTIMAL's** Team Leader Coaching and Team Effectiveness Programme combines psychometric assessments, feedback and/or coaching session, and group workshop to help team leaders and their team members improve team effectiveness and work performance.

*\*Each programme participant will receive a consolidated team report based on Hogan modules HPI, HDS and MVPI.*

### TOOL & CONCEPT



#### Hogan Assessment Systems

Personality/ Leadership Style Assessment



Hogan has accumulated over 30 years of industry-leading research and experience in providing highly effective assessment solutions to over 2.5 million working adults among Fortune 500 organisations worldwide. It helps predict success / performance, derailment, and organisational fit / motivation and assess cognitive reasoning ability.

#### TEAM LEADER COACHING

- Team leader and team members take online Hogan assessments .
- Team leader learns about the team profile (strengths, challenges and gaps) and the behavioral style and key motivations of each team member.
- Team leader will be guided on how to develop own team's development/ action plan.
- Team leader will be coached on strategies to lead the team and each team member to build team effectiveness.



#### TEAM EFFECTIVENESS WORKSHOP

- Team Leader and team members take online Hogan assessments.
- Team leader and team members participate in workshop whereby team profile (strength, challenges and gaps) and development/ action plan are discussed and agreed.
- Team leader and team members learn to manage self, team relationships and performance more effectively through an enhanced awareness of self and team dynamics.

