



Blueprint for High Performing Teams

Clearing the way for high performing teams



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WHAT IS THE BLUEPRINT?

A process to identify your team's key pitfalls, and fix them.

We start by analysing how your team compares to our 8-levers of high performance (see Figure 1 below), to establish which areas are facing problems and why. Together we create and implement a plan to instigate change and improvement in these areas, enabling your team to become high-performing. From there we work towards a progressive exit, achieved once your team's high performance has become self-sustaining.

HOW DOES IT WORK?

The Blueprint works in 3 stages, which allow us to diagnose, analyse and remove the barriers to high performance.


- ANALYSIS
- ADVICE
- APPLICATION
-  HIGH PERFORMANCE



Figure 1: 8 Levers of High Performance

THE 3 STAGES

ANALYSIS | WE MEASURE BASELINE

In the first stage of the process, we gather insight by conducting 1-1 sessions with each project team member, to get a clear, 360-degree understanding of the team's current situation, pain points and problems. Each team member's perspective is essential to effectively diagnose the areas where change can, and needs to be enacted. We investigate these perspectives, using linguistic analysis techniques, inferencing, and in some cases, personality profiling to deeply understand the team's goals and aims, and the challenges that are preventing them from being achieved.

ADVICE | WE IMPLEMENT IMPROVEMENTS

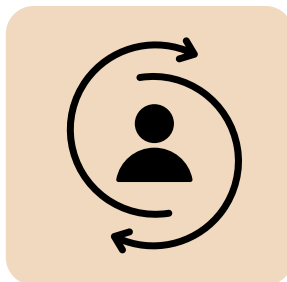
Using the insight we've gathered, we'll put together a practical report, which identifies the key areas of improvement necessary for high performance and puts forward a plan of how to achieve this. Alongside key stakeholders (usually the senior leaders or the project manager of the team) we review the data, study the insight and take forward recommendations. We may also present this advice in person to the wider team, as part of a kick-off event to signal the start of the action process. We do this to ensure each and every member of the team understands why we will be working with them, ensuring maximum engagement and participation across the project.

ACTION | YOU MASTER PERFORMANCE

The blueprint we implement will ensure your project and team reach a point where high performance is achieved and sustained. A key part of this is initiating behaviour change which sticks, by creating a lasting impact on how individuals and the team approach the project in their actions and attitude. We do this by deploying a suite of evidenced-based tools and techniques to fix the problems plaguing your pursuit of progress. This includes:



Coaching & Mentoring



Behavioural Change



Conflict Resolution



**Independent
Insights**



**Pre-emptive Problem
Diagnostics**



**Continuous Impact
Assessment**

THE 8 LEVERS

Key elements of a high-performing team. We've identified them through extensive research and monitoring of teams across projects in the construction, infrastructure and water industries.

01

02

03

04

Communication Accountability Decision Making Relationships

Communication, the flow of timely and accurate information, is the life-blood of a team; which is why it's our first focus. Next comes Accountability, to ensure deliverables are tracked, measured and achieved. Close-by is Decision Making, as slow or poor quality decisions lose progress and suck money so we set clear approaches and parameters. Relationships, the glue for high performing teams; when strong and constructive they invite collaboration, challenge and support leading to performance that delivers results, and recognition.

05

06

07

08

Meetings

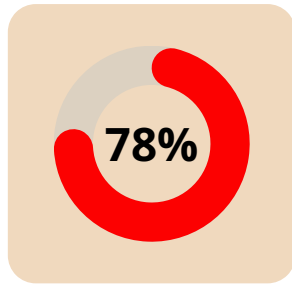
Wellbeing

Recognition

Performance

Meetings make or break momentum in a team and we focus on making sure they're propelling performance not dragging it down. Wellbeing is crucial for combatting burnout, and creating a team where individuals feel energised and ready to perform. Recognition is essential for the morale of a team, from small successes to milestone moments, marking individual and collective wins drives achievement. Performance is the ultimate measure of success; we measure, monitor and adjust what the team need to achieve our desired goals.

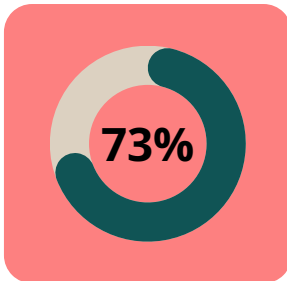
THE RESULTS



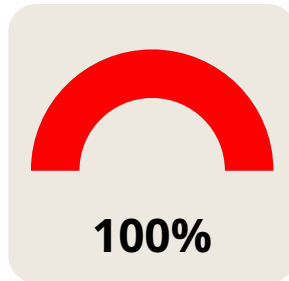
Reported that we had 'A Lot' of impact on **creating a High Performing Team**.



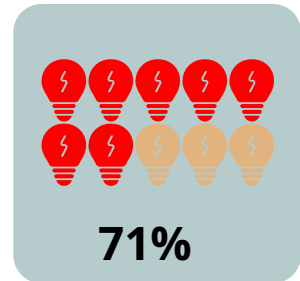
Reported an **improvement in morale** across the team.



Reported an improvement in their **leadership skills**.



Reported that the team has **strengthened** since the start of the project.



Described our impact on wellbeing & behaviours as **'transformative'**.

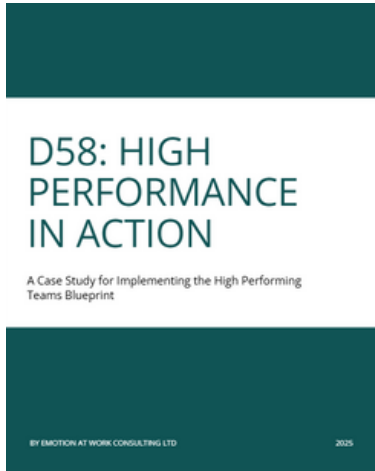
"I think [Phil] did help us dig deep in terms of asking the questions that we need to ask to get to the root of the problem, to identify the best solution [...]. It did help ultimately, in delivering the scheme on time or early, even."

"You can visibly see that certain individuals have changed their go-to communication style. And I think a lot of that has stemmed from the sort of work that Kim's been leading. So I'd say that's one of the biggest takeaways."

"[Kim] has definitely helped me with my self-improvement, so I can only assume she's been doing the same with everyone else. And the team has definitely improved."



READY FOR MORE?



Explore Our Case Study

Discover the Blueprint in action with our D58 Case Study, where we examine the impact of the Blueprint on one of our toughest, and most rewarding projects yet.

[DOWNLOAD NOW](#)

Listen To Our Podcast Series

Learn more about our 8 levers of high performance, and how our consultants Phil and Kim have used them to clear the way for teams to unlock true high performance.



[LISTEN HERE](#)



Book In For A Free Chat

Chat to our founder, and lead consultant Phil to learn more about how our blueprint can unlock true high performance in your team.

[BOOK TODAY](#)