



# High Performing Team Program (HPTP)

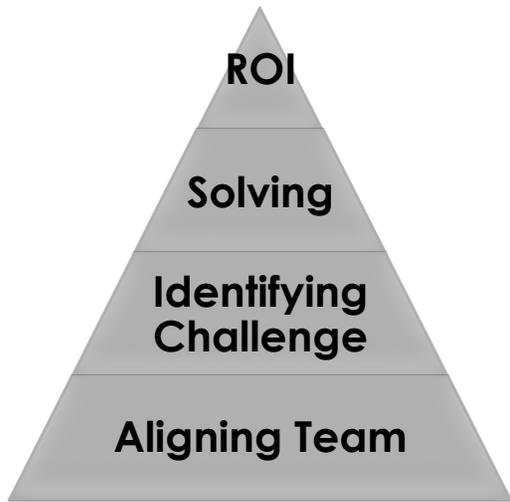


## Goals / Benefits

- Create ownership and results with proven shared leadership methods.
- Develop understanding and effectiveness across silos and geographic boundaries.
- Foster trust so that team members feel safe taking risks and trying new behaviors.
- Adopt processes and tools for handling conflicts and crises.
- Expand thinking so teams incorporate different views.

## Maximizing the performance of internal teams is a key driver of business results

In today's ever-evolving business climate, it is critical to invest in your most precious asset: your people. The challenges posed by globalization, disruptive technology, industry consolidation, and rising customer expectations call for shared leadership to bring agility and innovation to the organization. The LIM High Performing Team Program (HPTP) drives results by aligning your team with your business priorities and transforming its members into highly focused, committed and empowered leaders.



**Core HPTP process**

The HPTP program drives high performance while participants work on real issues. LIM Learning Coaches provide “just in time” tools, concepts and practices that are simple yet powerful, and are easily adopted and transferred into the day-to-day workplace.

LIM supports team learning by focusing on the process by which they carry out the task.

We leverage our expertise and practical tools to drive high team performance by:

- Aligning the team around the business mission, strategy and rewards;
- Providing critical thinking and ARL® tools to enable the team to solve concrete business challenges;
- Supporting team members as they implement changes.

**Team achieve outcomes on FIVE dimensions**

**BUSINESS**

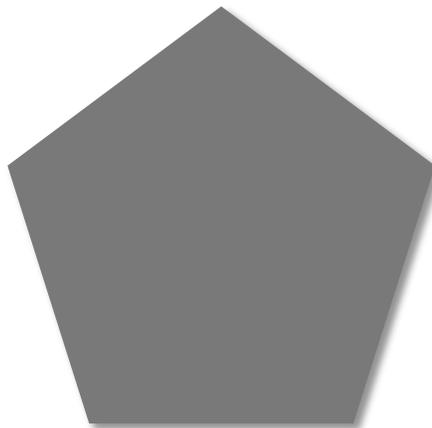
- Address prime business challenges
- Solve personal business challenges

**TEAM**

- Develop high performing team skills
- Apply shared leadership concepts

**PERSONAL**

- Increase self awareness & purpose
- Identify personal strengths and developmental areas



**Pentagon Outcome Model**

**ORGANIZATION**

- Shape organizational culture
- Clarify roles

**PROFESSIONAL**

- Work on core professional competencies
- Develop shared leadership skills

**Target audience** -- This program is valuable for all types of teams: executive boards, project teams, cross-functional, cross-cultural, global, and virtual teams.

**Program format** -- Program format varies according to client’s needs. HPTPs are usually a series of three or four 2-day workshops over 1-2 years.



**“Everyone has a contribution to make and wants to add value, and all people need is a safe space and a good process that enables them to speak up and be heard.”**

Quote from the book 'Action Reflection Learning: Solving Real Business Problems by Connecting Earning with Learning', 2008.

## Customer success example: A team with merger integration challenges

Following the merger of two large truck manufacturing companies, the Plant Manager of the acquiring trucking company asked LIM to design a workshop for his new plant management team, which was composed equally of members from both organizations. Adding to the typical challenges of antagonisms and competitiveness following a merger was the decision to combine the operations at a discouraged facility that had had five executives in the head position over a five-year period.

### **Pre-workshop challenges:**

- Two different companies operated side by side under management of the acquiring company;
- Each company considered its product superior to the other;
- Lack of trust between members of the newly appointed plant team;
- Lack of appreciation of what each company brought to the relationship;
- No clear roles or expectations between the team leader and team members;
- Low morale in the plant.

### **Overall workshop focus:**

- To break down cultural barriers and instill a new company allegiance

### **What we did:**

- Established clear roles between all team members, which greatly improved mutual trust, cooperation and appreciation of members from both companies;
- Developed a “contract” clarifying expectations between the Plant Manager and team members regarding support and behaviors;
- Identified the attributes that the team thought would lead to a High Performing Team, and created a team instrument to gauge the team’s progress in the future;
- Guided the team to define the essence of a new plant culture;
- Identified critical issues that the team needed to address, next steps and assignments.

***“I will continue promoting agreed behaviors and apply day-to-day. I appreciated very much your help and professionalism; thanks very much” ---- Plant Manager***

## LIM is all about solutions

Our work focuses on meeting business goals. We help clients find ways to address their strategic challenges, and turn problems into growth opportunities. We guide individuals to think in new ways. Programs featuring hypothetical challenges are simply not as meaningful or engaging. Our programs focus on the real business challenges clients face in their organizational context. This is where the most powerful learning takes place.

## Our powerful ARL® methodology drives results for our clients

LIM uses its Action Reflection Learning (ARL®) methodology to help clients address key leadership challenges. ARL® is based on powerful learning principles that make the transformational experiences both engaging and relevant. Most importantly, the learning is highly applicable to the organizational context and is easily transferred into the day-to-day life of teams and leaders.

## Contact us:

For more information, please contact us at: [info@LIMglobal.net](mailto:info@LIMglobal.net) or +1 469 546 5529.

## How can LIM help your organization

Over the past three decades, LIM has refined its core ARL® methodology into a solutions-oriented selection of tools, tactics and learning strategies that deliver exceptional results. Teams become more effective, decisions become sounder, strategies and plans are effectively executed. Our ARL®-based solutions eliminate much of the pressure and stress that permeates today's organizations. Imagine completing your daily operations and having more time available. ARL® makes that possible.

## Earning while Learning: we develop your teams while they develop your business

Our network of over 50 certified learning coaches work with organizations across the world to develop high performance teams.

*"The application of the ARL® process ensures that the important issues get addressed, that people are committed to outcomes, and that business results are achieved."*

**Angela Hyde, vice president, Global Learning & Development, AstraZeneca**

*"ARL® operates in the heart of the action, as a team does its actual work..."*

**Grace Nakar, Wells Fargo Technology Talent Management and Executive Development**

