

LEADING HIGH IMPACT TEAMS Synopsis

In today's work world, a leader capable of galvanizing a team to produce superlative results is invaluable. This book shows new team leaders the way to avoid costly trial-and-error approaches. It inspires seasoned team leaders to leverage the "Coach Approach" to make their team experiences lighter, more synergistic and infinitely more productive. Full of practical, step-by-step activities, real life stories and anecdotes to quickly apply, you'll learn from this book what it takes to lead or coach a team to high impact.

Part 1: Who's Who: Coach, Captain, and Crew

Chapter 1: The Role of the Coach kicks off with an amazing (and real) story of one team's journey to High Impact, decreased turnover and startling business results. The distinction between the role of Coach, Leader, Consultant and Team Member is demystified. Step by step, the chapter explains the best contribution skillful (leader) coaches can make to a team on a high impact journey. You'll learn *how* and why it is incumbent upon leaders and coaches develop the requisite attitudes, skills and behaviors, and to stand up as models of excellence for others to follow.

Chapter 2: The Team Leader as Captain. Leaders discover ways to assess the development of their teams. They learn how to create shared leadership and the strategies they can employ to become a masterful captain. They also learn to understand the critical distinctions between managing and leading, control and power.

Chapter 3: Charting Your Course: The Crew as a High Impact Team. Readers learn the Top Ten Practices of High Impact Teams (HIT). They get vital tools that enable them to assess their team's performance, talents, and underdeveloped skills. Step by step instructions are given for administering, scoring, and game planning using the High Impact Team Assessment.

Part 2: Preparing for a High Impact Journey

Chapter 4: Clarifying the Phases of Team Development. Helps leaders, coaches, and team members understand the predictable phases that teams go through. Setting Sail, Weathering Storms, Effective Sailing and Arriving at the Destination are typical phases. Without this knowledge, teams can get stuck and never reach the level of high impact. With the knowledge of the Top 10 HIT Practices, the Phases of Team Development and Strategies for developing a High Impact Team, teams can now intentionally plan their success.

Chapter 5: Stocking the Boat: Preparing to Set Sail. Provides explicit guidelines for creating powerful team contracts and working agreements. New or experienced team leaders can use the activities for creating a shared purpose and vision, the foundation of a high impact team.

Part 3: Sailing the Course

Chapter 6: Setting Sail. When the boat leaves the dock (and the team begins its work) leaders must understand what's really going on so that they can guide the ship easily from the outset. Readers learn how to set performance targets, clarify roles and responsibilities, run meetings that focus team energy, and the critical skills of inquiry to guide their ship swiftly into port.

Chapter 7: Weathering Storms. Every voyage includes squalls and storms. A team's voyage from formation to reaching the destination is no exception. Here teams learn to recognize conflict and resolve it to support the team and emerge stronger and on course. The 3-Cs are the focus of this chapter: managing conflict, integrating change, and adjusting the course.

Chapter 8: Effective Sailing. Telltale signs of a team that can effectively sail together are discussed. These include meeting milestones while collaboration and synergy are high, encouraging behaviors that affirm effective sailing, and illuminate potential discord. Infusing creativity while seizing opportunities for celebration and renewal are critical during this phase.

Chapter 9: Arriving at the Destination. High Impact Teams use the activities in this chapter to complete their work and to learn from their experiences thus tipping the scales in favor of producing these same high impact results again and again.

Afterword. This is the final challenge to the reader to use what they've learned, to enjoy their journey, and to understand that they can be highly effective despite the obstacles that appear along the way.

References and Appendix. Enables readers to take their learning to the next level of mastery using Internet research, books, and validated assessment tools.

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