

Accelerating Teams to High-Performance



‘There is No *I* in TEAM’

We know good teams are more than the sum of their individuals

We sometimes forget that teams are made up of leaders seeking to better themselves

Developing individuals within a team is different from developing individuals on their own

There is an “I” in TeamIng

Judith Anderson, Founder A&R

Overview

The environment is challenging

Accelerated performance
and less stress is possible

Synergistic outcomes from
linking Leadership Growth
to Team Growth



Individual development goal



Team shared goals

A Challenging Environment

For business

Deliver more and
do it faster
Change is the norm

For individuals

Important to grow
Must be the best
to stand out

For teams

Team development
often takes a
back seat from
individual development

***Change requires flexibility, resilience and results,
both from teams and individuals***



Goal Acceleration Principles

A leadership team can lead change more effectively than a team of leaders

Shared goals are the essence of high-performing teams

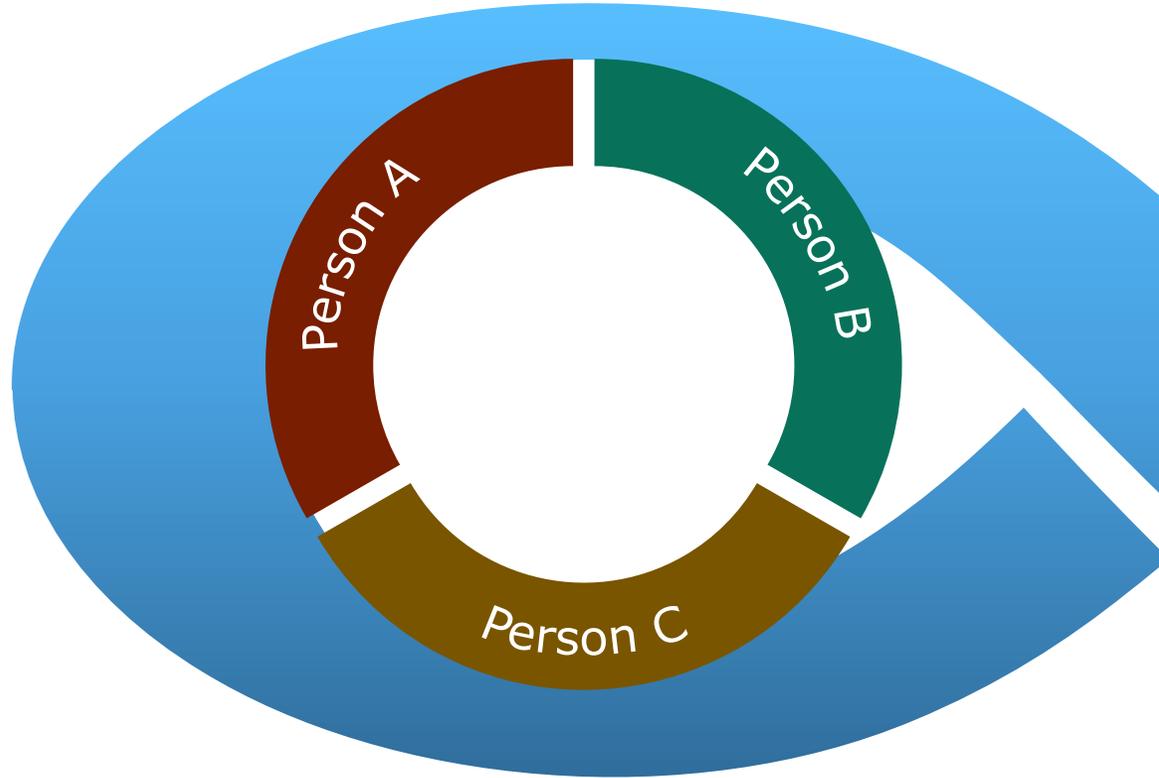
When we ask others to change, we must be willing to change ourselves

Synchronizing shared goals & leadership development:

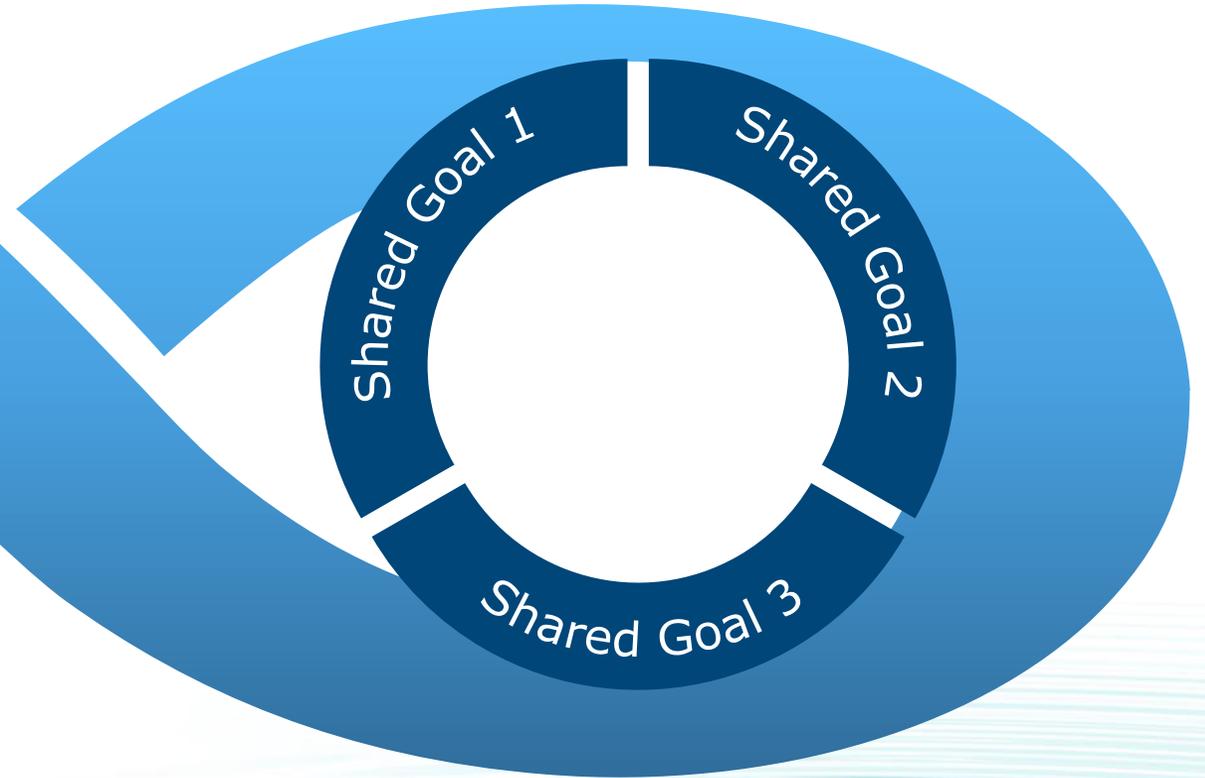
A lever for rapid acceleration to reach aggressive goals with ever more 'grace & ease'

Acceleration from Synchronicity

How **I** want to grow as a leader



Our aspirations as a **team**



Benefits of Goal Acceleration

For the company



Greater employee commitment and increased productivity
20% – 40% or more is likely

For the team

Momentum and ambition: willingness to set larger goals because of team's belief that 'we can'



For the individual

Increased trust makes work more meaningful; demonstrated teaming skills are value-added strengths

Summary

Today's work pressures create stress, so not always at our best and Teamwork becomes harder. Skills to address this are learnable, repeatable, and with predictable outcomes, aka 'a science'

When leaders develop in concert with a team's shared goals, it benefits individuals, the team and the organization

Synergy between leadership development and team shared goals accelerates the success of both

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Thank You!



Goal Acceleration Components

Learning Line: The Accelerator

