



# High Performing Teams

## A Pathway to Teambuilding

### Leaders Want More from Teams

Most leaders spend a good portion of their time focused on improving their teams to be high performing. They want their teams to achieve results, innovate more, learn new skills, resolve their conflicts and collaboratively solve any challenge that emerges. We expect a lot from our teams – and as important foundation in work and life – we should.

Changing team patterns and behaviours, that once ingrained, is no small feat. A lot of social nuance goes into creating the culture of any group, and once it's established, can be hard to impact. Cultures are established on visible and invisible norms.

### People in Teams Want to be Exceptional

Most people in organizations want to do meaningful work that contributes to organizational success. They want to understand the culture they work in and how to change and improve it. Often, they are looking for ways to collaborate across organizational silos. They are willing to work differently to achieve goals. But they need help. They need an opportunity to learn first hand how to collaborate more effectively, strategies to make continuous improvements and manage at the pace of change.

### Action Learning Through Simulations Enhances Performance

Simulations and team assessments are proven, world class approaches to accelerate the effectiveness of high performing teams. People learn together through an experience of assessing where they are at and developing high performing practices by solving complex problems and learning together.



Paper Planes, Inc.® by DLI, is an innovative, award winning simulation that quickly reveals common barriers to success while providing insights into collaborative solutions and teamwork. It has been used successfully across many industries and sectors, with all levels of teams within an organization. It is even used by NASA to prepare teams of astronauts going in the space program.

Paper Planes, Inc.® and the high performing team framework helps people experience the powerful effects of improving processes, developing new paths to communication, collaboration, teamwork, aligning on a common goal, accountability and the importance of a customer orientation. The simulation uses highly interactive and pragmatic methods that come together to create a powerful learning experience that is enjoyable and fun. It uses a data driven learning approach where participants can measure their teams results by tracking their progress against benchmark data and a high performing team assessment.

#### Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand's product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble Matrix tool with TKB Hanna & Associates and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

**Teams and leaders will leave this simulation with greater clarity on how to be successful together and better equipped to be a high performing team for the challenges ahead.**

#### This works when you want to:

- develop practices that support high performance teaming
- assess to identify team strengths and development areas using a team assessment
- accelerate focus and momentum on a desired result
- reenergize a team
- develop leadership and team skills
- lead change and transformation
- integrate new members or new leaders

#### Teams and leaders learn:

- how to pinpoint team strengths and development opportunities using a high performing team framework
- a first hand understanding of how teamwork and collaboration improves key organizational outcomes. (including growth, cost, quality, customer experience, culture and engagement)
- how to work together across organizational boundaries and help people to “own” their work, while becoming more invested in the team and organizations success.
- strategies to break down barriers to success and manage at the pace of change while reinforcing the power of teamwork and communication.

#### Logistics

- Customizable as a one day or 4-5 hour session
- Available for small teams and large group sizes (range is 12 – 180 participants)