WHAT MAKES A WINNING EXECUTIVE TEAM?

Executives teams today are under pressure to deliver results in response to internal and external dynamics, uncertainty, increasing complexity, and the need for change. Putting mechanisms in place to get up and running, improving processes and leadership behaviors and onboarding new members given the dynamics of team composition also are priorities.

Executives working at the top of the organization need a different approach, incorporates the key aspects of what their teams must do to be successful.

Executives on effective top-level teams successfully balance and optimize four important factors that clearly support their organization s visions, purpose, and values:

TEAM GOVERNANCE

The extent to which the executive team understands the team's role, each member's role and, the factors that contribute to the organization's success.

LEADERSHIP PRINCIPLES AND PRACTICES

The extent to which the executive team displays, promotes, and rewards behaviors that facilitate trust, effective communication, transparent decision making, and an inclusive organizational culture.

MANAGEMENT RHYTHM

The extent to which the executive team consistently employs strategic, systematic and innovative management processes that contribute to achieving the organization's mission.

CONTINUAL LEARNING

The extent to which the executive team is committed to providing continuous and results-based leadership and organizational development, effective on-onboarding and succession planning for themselves, their managers and the organization's staff.

THE EXECUTIVE TEAM LEADERSHIP MODEL

Organizational Context

Team Governance

Continual Learning

Vision Purpose Values

Principles and Practices

External / Marketplace/ Context

Management Rhythm

OUR APPROACH

BEGIN WITH AN EXECUTIVE TEAM TRANSITION OFFSITE

One of the best ways to jump - start an organization is to hold an executive team offsite. Before this one- or two-day event, we conduct a structured and multi-faceted data collection process. The comprehensive analysis and resulting reports typically guide the consultant and focus the team's energy.

Prior to the engagement, we take the time to understand the top leader's challenges and her or his critically important outcomes before the Leader introduces us to the executive team. We explain and answer questions about the way we use our pre-offsite proprietary assessment as well as the way that it is informs the leadership transition offsite. Also, as part of the process, we interview each member of the executive team. This data is important for business context and understanding how the team operates.

WORKSHOPS
LEADERSHIP OFFSITE

The leadership Offsite Improves the effectiveness of the executive leadership team
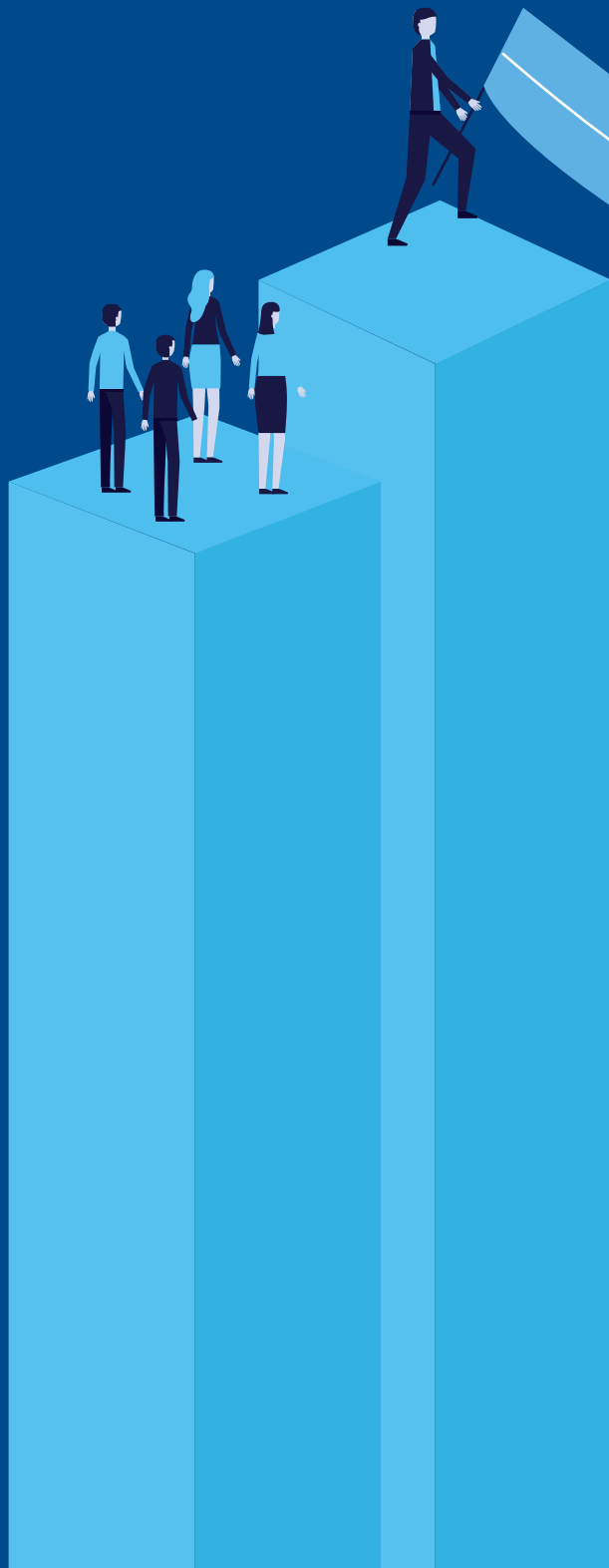
OBJECTIVES

The objectives include, but are not limited to:

- A clearer understanding of how the leadership team currently operates and leads– what is working, where are the opportunities to improve, and what are the barriers to success

- Better understanding individual leadership styles and how that influences communication and collaboration

- Defining and articulating the role of the leadership team in supporting the vision and mission that further drives business results

- Co-Creating a set of Leadership Principles and Practices that will:
  - ▶ Further strengthen collaboration and cohesiveness
  - ▶ Optimize aligned decision-making
  - ▶ Enhance leadership effectiveness (individual and team)

- Developing a Leadership Accountability and Success Matrix which includes: deliverables, accountabilities, and timeframes

LEADERSHIP
OFFSITE™ PROCESS

BUILD ENGAGEMENT THROUGH INVOLVEMENT

Clarify Scope and Outcomes

Determine What Is Working/ Needs To Change

Before Session

Align Vision and Purpose

Clarify Roles

Identify Principles and Practies

Secure Individual and Team Commitments

Build Operating Rhythms

Determine Actions and Accountabilities

During Session

Monitor & Sustain

After Session