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Top Teams In Your Organisation: Creating And Maintaining High Performance

by Caryn Walsh, Business Leader, Strategist and Psychologist

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How often have you heard the phrase ‘there is no I in team?’ This common term underpins the importance of effective team-working.

It also supports the findings that organisations are more successful (and a greater number of strategic business outcomes are achieved) through collaborative and cohesive teams, working at all levels within an organisation, to ensure goals are reached.

Research underpinning the importance of highly performance teams as critical components of organisational profitability and sustainability remain unrefuted.

Teams, working together in the pursuit of reaching common goals to achieve the organisational

Vision, by encouraging and supporting each other, are key to organisational success.

Team working is associated with improved financial performance (Macy & Izumi, 1993) and with improvements in organisational efficiency and quality (Applebaum & Blatt, 1994).

One reason organisations are creating team-based structures is that this form of working together provides the flexibility. The flexibility is needed to respond effectively, appropriately and quickly to the constantly changing demands in any organisation's environment (Zaccaro, Rittman, & Marks, 2001).

Sited in <http://www.astonod.com/attachments/library/researchpapers/Leadership>

The overwhelming majority of successful innovations come not from individuals striving heroically on their own, but from team efforts orchestrated systematically by enterprises. (European Journal of Work and Organisational Psychology, 2004, p 3).

Creating Highly Performing Teams

Imagine this: You have teams at all levels of your organisation that are highly competent, repeatedly and consistently deliver quality outcomes,

They meet your key strategic business outcomes, and always pursue ways in which to continuously improve their performance.

Because of their 'can do' attitude, supported by positive and transformational leadership, your organisation's profits soar and you attract more and more customers.

Conclusion

The implementation of effective strategies by highly performing teams is the driver of organisational profitability and sustainability.

Creating highly performing teams in any organisation must be a key focus and strategy of leaders at all levels because without them, the organisation's performance will at best, be mediocre.

Organisations that fail to full engage their workforce (teams) in the business strategy will fail to produce reliable, sustainable business results.

The link between employee engagement factors and successful strategy execution is vital.

Source: <http://www.right.com/thought-leadership/research/organizational-effectiveness-discovering-how-to-make-it-happen.pdf>

- Caryn Walsh is Business Leader, Strategist and Psychologist, Founder of Pure Magic International Training Solutions, an international organisation that implements people and leadership development programmes. it works with USP, The Reserve Bank of Fiji and Aviation Terminal Services (Nadi).