

THE FOUR LEVELS OF TEAM PERFORMANCE

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	PEOPLE	PROCESS	RESULTS	CULTURE
WORLD CLASS TEAM	<ul style="list-style-type: none"> The sum of the parts is greater than the whole. High calibre people in the right roles. 	<ul style="list-style-type: none"> Processes followed yet continually developed. 	<ul style="list-style-type: none"> Exceeding targets. Industry leader, breaking new ground. The one that others copy. 	<ul style="list-style-type: none"> Aspirational – anything is possible. Truly collaborative.
PERFORMING TEAM	<ul style="list-style-type: none"> The whole is equal to the sum of its parts. Good people in the right roles. 	<ul style="list-style-type: none"> Processes followed, sometimes slavishly. 	<ul style="list-style-type: none"> Hitting targets. 	<ul style="list-style-type: none"> Content - why change a winning formula? People think about their team first, then the wider team or business.
LOW PERFORMING TEAM	<ul style="list-style-type: none"> The team is carried by a few stars. Poor behaviour is ignored if the results are good. 	<ul style="list-style-type: none"> Some processes in place. Patchy application. 	<ul style="list-style-type: none"> Missing targets. 	<ul style="list-style-type: none"> Apathy – we tried that once and it didn't work. Siloed working.
DYSFUNCTIONAL TEAM	<ul style="list-style-type: none"> The sum of the whole is less than the sum of its parts. Wrong people in the team. 	<ul style="list-style-type: none"> Few processes in place. Some willfully ignored. 	<ul style="list-style-type: none"> In decline and at risk of collapse. 	<ul style="list-style-type: none"> Protectionism – I've got to look out for number one. Extreme siloed working – actively withholding information. Open conflict or false harmony.

INSPIRING

ENERGY

DRAINING

THE GOOD TO GREAT TEAM DEVELOPMENT ROADMAP

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"Boards that are able to function effectively as a team have an 800% greater impact on firm profitability than any one well-qualified board director."

Harvard Business Review

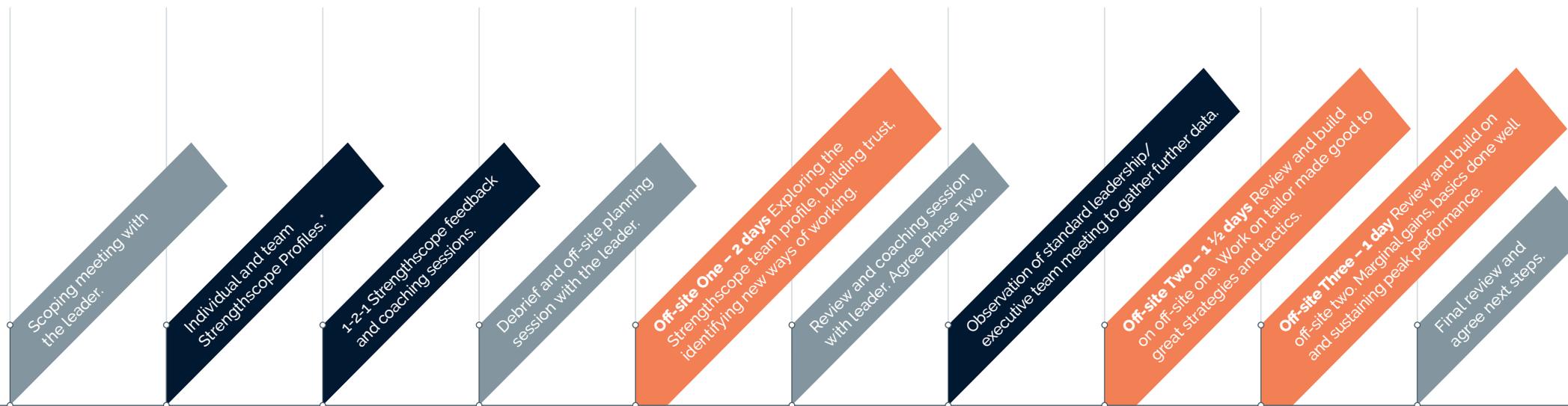
This isn't the reality for many senior teams however and it is common to find them operating in an environment that is characterised by false harmony. On the surface the team looks strong, they will tell you that they speak candidly and trust each other, but when you scratch beneath the surface you find things are quite different. It is not uncommon to find a number of factors such as a lack of real trust, confusion, politics, passive-aggressive behaviours and unproductive meetings all seriously inhibiting the team's performance.

PHASE ONE - FOUNDATIONS

6-8 WEEKS

PHASE TWO - TRANSFORMATION

6-9 MONTHS



KEY:

- WORKING WITH THE LEADER
- WORKING WITH THE TEAM
- OFF-SITE ACTIVITY

15 HOURS PERFORMANCE COACHING AND LEADERSHIP MENTORING WITH THE LEADER.
Focused on playing at their best as an individual and building a true, high performing team.

Offsites are all followed up with a 66-day support pack to embed the actions and changes agreed.

*www.strengthscope.com

YOUR PERFORMANCE COACH

BEN MORTON

About me

I'm a leadership mentor and performance coach with a unique background. As a former Captain in the British Army, I have led people in life or death situations.

My experience has taught me that leadership is both a great privilege and a great responsibility. Fundamentally, I believe that leadership is less about the tools and models and more about understanding what it truly means to be a leader.

For the past 10 years, I've had the privilege of working with senior leaders to help them lead their teams to great success. I have a track record of helping CEOs turn-around dysfunctional teams that they have inherited and moving executive teams from good to great.

The difference between me and other leadership mentors is my personal experience. I've led teams on expeditions around the world and my experience spans from the battlefield to the boardroom.

I believe that great leaders take care of more than just what happens when they're at work. I help them to consider all aspects of life to strike the right balance and achieve peak performance, personally and in work.

I have published several books, including the multi-category Amazon best-seller

Mission: Leadership – Lifting the Mask.

Working with me

I work with senior leaders and their teams to take every aspect of how they lead to an entirely new level. I also offer a 1-2-1 Performance Coaching programme for senior leaders.

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“If you want to work with someone who really understands team and individual dynamics - and how to get a team to a great place then Ben is the right person for you. I would highly recommend anyone looking for an insightful and challenging partner to help you build your team into a great team for the future to contact Ben.”

Kerry Owens - Marketing Director
United Biscuits