

**THE GOOD TO GREAT
TEAM DEVELOPMENT
PROGRAMME**

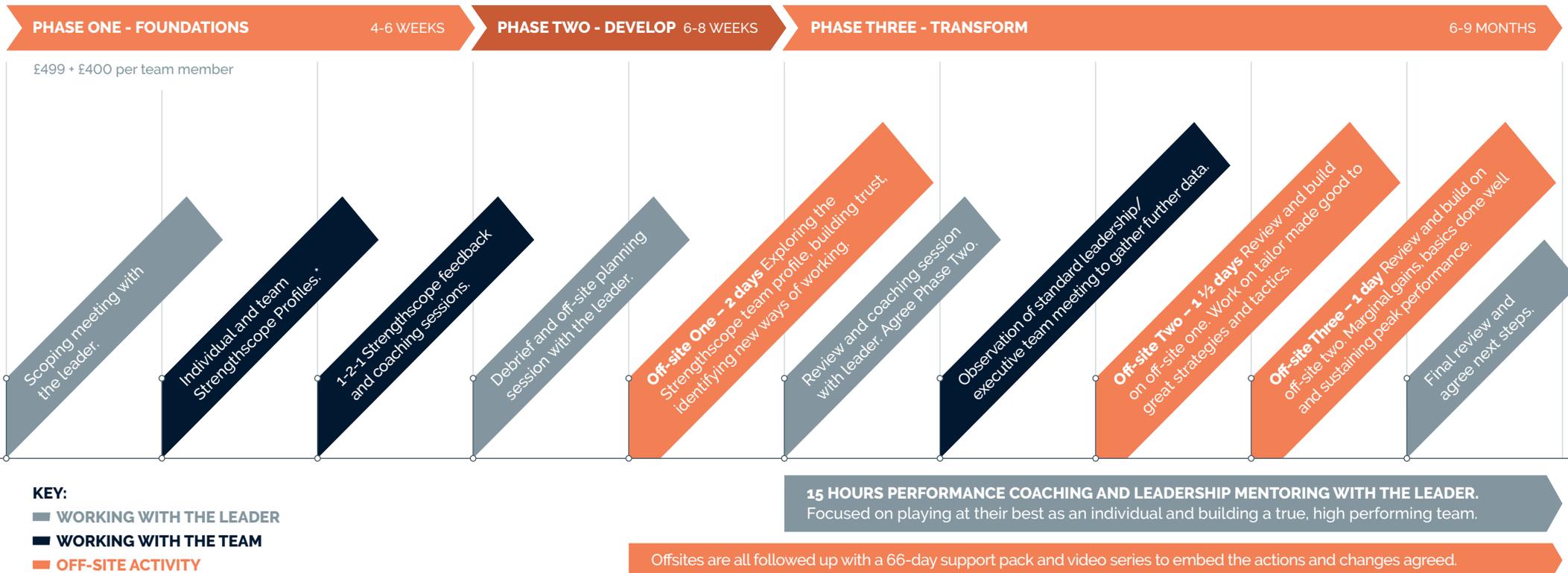
THE GOOD TO GREAT TEAM DEVELOPMENT ROADMAP

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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.



*www.strengthscope.com

THE FOUR LEVELS OF TEAM PERFORMANCE

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There is an uncomfortable truth that many leaders and team members do not like to accept. The overall performance of any team will always fall to the lowest performance factor.

But consistency is an incredibly powerful performance enabler. When a team performs consistently well across the four critical areas of People, Process, Culture and Results, their performance is elevated to that of a World Class Team.

How does your team currently perform across these four dimensions?

	PEOPLE	PROCESS	CULTURE	RESULTS	
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"> Aspirational – anything is possible. Truly collaborative. 	<ul style="list-style-type: none"> Exceeding targets. Industry leader, breaking new ground. The one that others copy. 	
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"> Content - why change a winning formula? People think about their team first, then the wider team or business. 	<ul style="list-style-type: none"> Hitting targets. 	
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"> Apathy – we tried that once and it didn't work. Siloed working. 	<ul style="list-style-type: none"> Missing targets. 	
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"> Protectionism – I've got to look out for number one. Extreme siloed working – actively withholding information. Open conflict or false harmony. 	<ul style="list-style-type: none"> In decline and at risk of collapse. 	

YOUR LEADERSHIP MENTOR AND 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