

High Performance Teams



HOW TO BUILD THEM
HOW TO KEEP THEM

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Agenda

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- **Introductions**
- **Definition of High Performance Teams**
- **Identifying the Right People**
- **Developing the Team**
- **Keeping the Team Together**

Introductions

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- **Relationships and Fundraising**
- **The Need to Know Each Other**

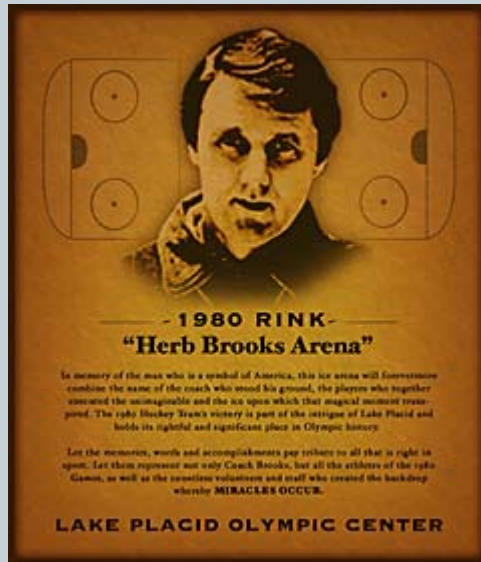
High Performance Definitions

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- **Yours**
- **Ours**

Identifying the Right People

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- “I don’t want the best players. I want the right players.”
 - Herb Brooks

Miracle on Ice

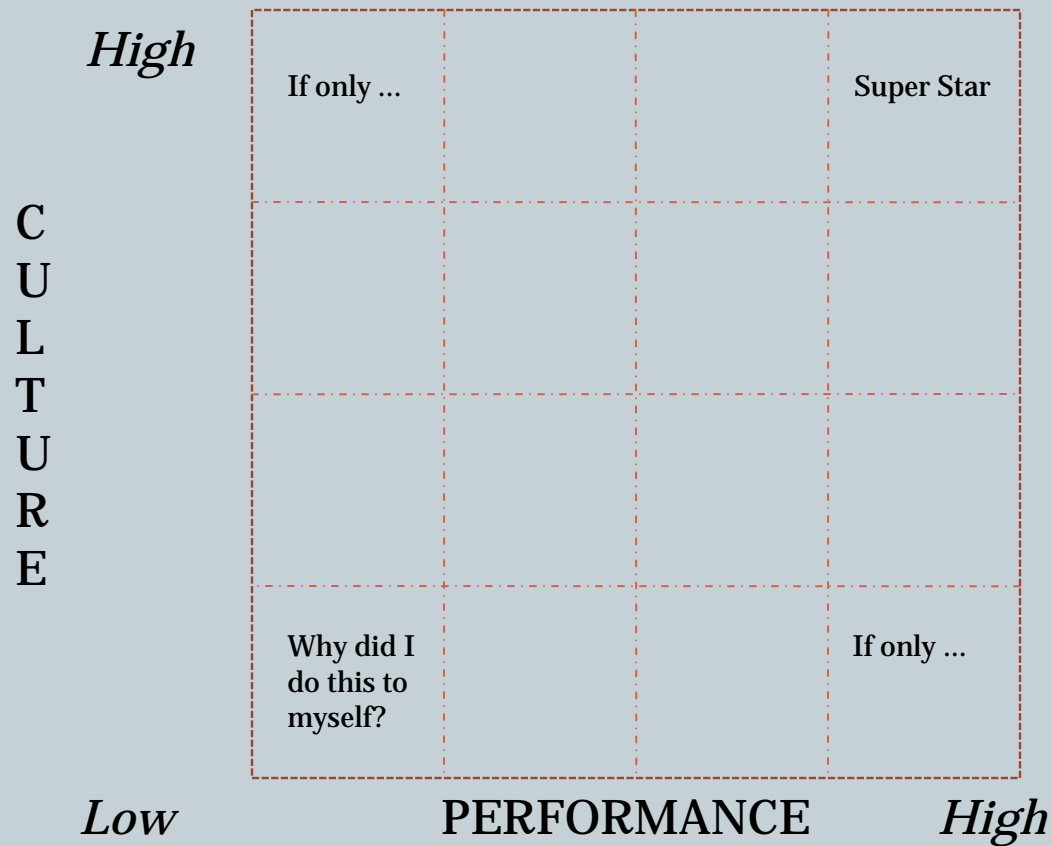
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Identifying The Right People

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- Two Considerations:



The Culture Fit

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- **Organizational Behaviors and Attitudes**
 - The Formal Structure
 - The Informal Structure

The Performance Fit

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- **Results**
 - Taking Care of Bus**I**ness
- **Activities**
 - Taking Care of Bus**Y**ness

Identifying the Right People

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- **Requires knowing:**
 - The Job
 - The Audience
 - The Other Players
 - The Person Considered

The Recruiting Steps

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1. Create a Narrative Model
2. Give the Model Flesh
3. Look Inside (CTP)
4. Look Outside (PTC)
5. Multiple Interviews
6. Make the Offer
7. Coach for Success

Developing The Team

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- Onboarding
- Meeting the Team
- Understanding Team Dynamics
 - Behavior
 - Leadership
 - Communications
 - Perception

Team Trust

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Forgiveness

Integrity

Respect

Empathy



Keeping the Team Together

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- **Longevity**
- **Succession Planning**
- **Relevant Definitions of Success**
- **Coaching for Individual and Group Success**

Coach for Success

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- **Build on strengths**



Reward Systems

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- **Balanced Recognition**
- **Balanced Compensation**
- **Appropriate Assignments**
- **Matched Expectations**



We're running out of time, so ...

Remember who's

in charge of how

you work with people,

and you'll always have an



For More Information . . .

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