

### High Performing Team Roadmap

A critical component of employee engagement is a High Performing Team environment with clear agreements and ground rules for functioning. Most teams do not understand the critical elements that make up a High Performing Team.

High performing teams don't just happen. High performance is only possible when team members have a shared understanding of the end goals and a clear commitment on how to relate to get there. SRC has developed the High Performance Team Roadmap to help teams achieve clarity and success. By applying all the elements of a team roadmap, team members understand what success looks like and make explicit agreements on what is needed for success. This is the groundwork for teams to work more effectively and efficiently. As pressures build, team members can refer to the agreements reached to remain focused on end results and find optimal ways of relating to achieve these results.

SRC's High Performing Team Roadmap is a multi-pronged approach that gives leaders and their teams the structure to achieve clarity around Mission, Vision, Goals, Metrics, Timelines and Resources. In addition, this process addresses those elements that act as the "glue" for successful High Performance Teams: Values, Operating Norms, and a Gap Analysis Process –identifying where the team is, where it needs to be, and what needs to be done to get there.

SRC's High Performing Team Roadmap strengthens the fabric that keeps teams together.

Clients that have gone through this process report having better ways to deal with accountability, more productive relationships, less re-work, higher engagement and discretionary efforts, and increased resilience to navigate inevitable change.

The High Performing Team Roadmap Process can be presented as a train-the-trainer to managers for implementation with their teams, or as a team process facilitated by an RPC consultant.

Please refer to the next page for the High Performing Team Roadmap model.

#### About Stephanie Reynolds Consulting

Stephanie Reynolds Consulting is a premier provider of breakthrough executive coaching, team facilitation, organizational development, and training solutions. We offer a successful track record working with clients ranging from start up to Fortune 500 such as Amazon, Genie, Microsoft, Philips, and T-Mobile. We specialize in designing and delivering programmatic solutions to scale individuals, teams, and organizations. We are respected for our client commitment, business acumen, trusted advice, and remarkable results.

