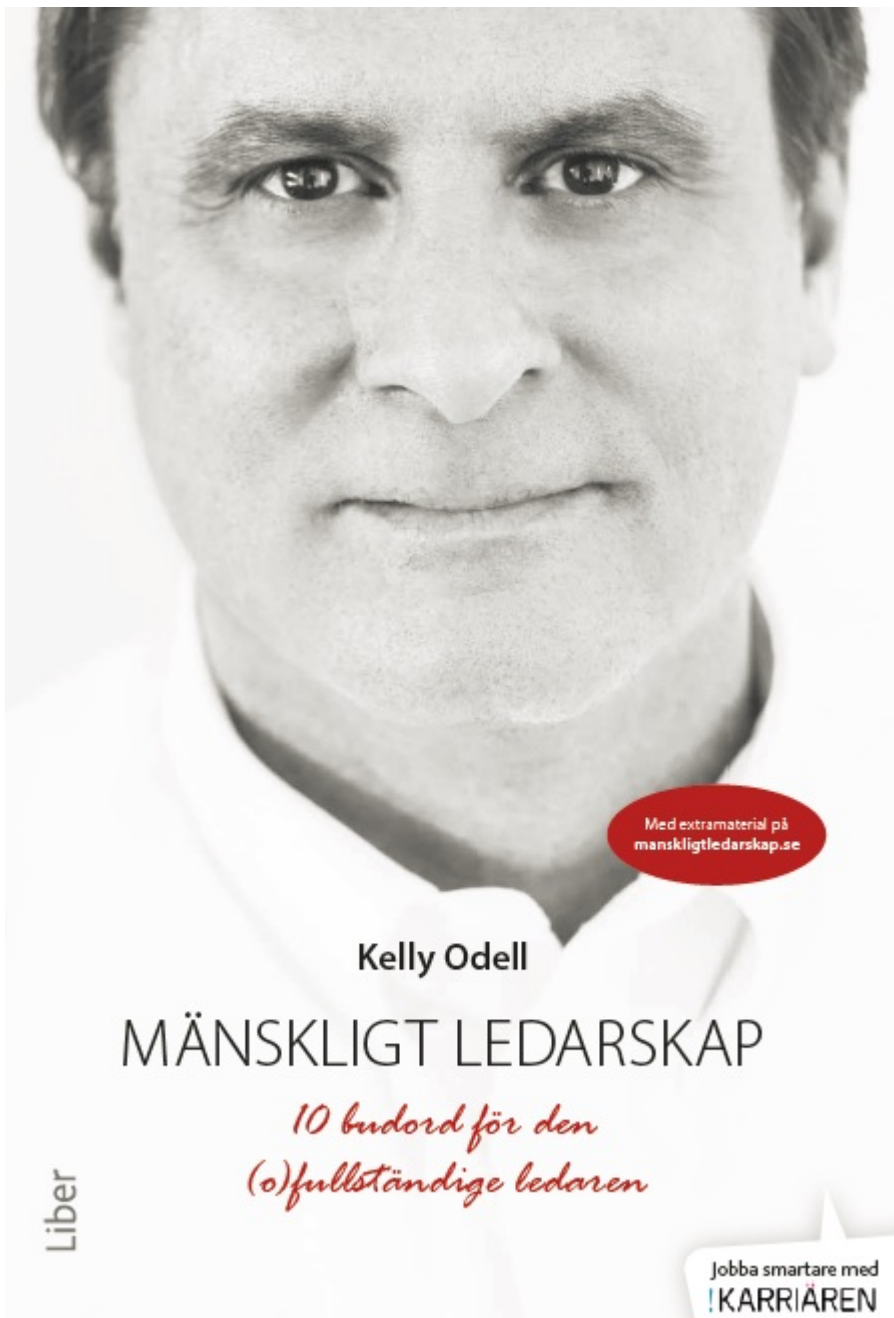


# High Performing Teams

Closing the  
gap between  
knowing and  
doing.



There are no recipes



# Characteristics of High Performing Teams



# Motivation

Motivation

Mastery



Autonomy

Belonging

Edward Deci och Richard Flaste  
– *Why we do what we do*

Performance

Results



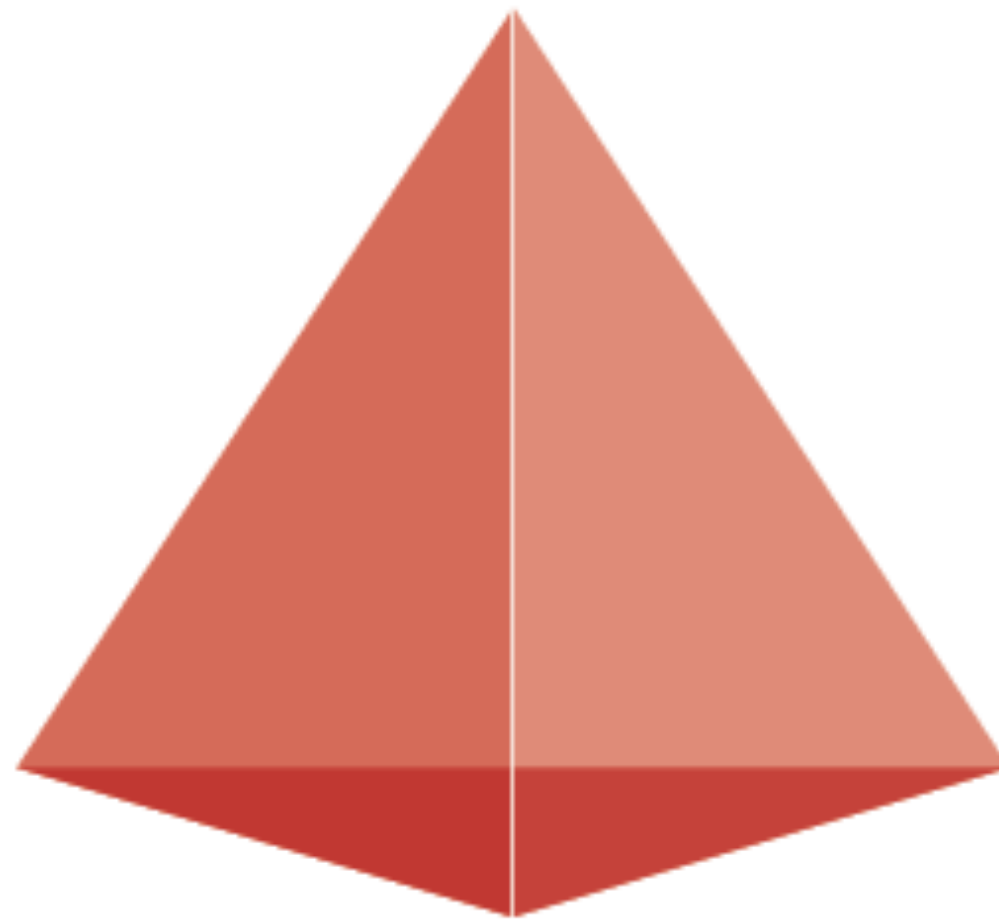
Autonomy

Belonging

*Sven Kylén - Arbetsgrupper med  
utvecklings- och förändringsuppdrag*

Balance the needs of  
the group and the  
individual.

Results/purpose



Autonomy

Mastery

Belonging

# **1. Clear purpose and goals**

Developed by the team as far as possible.



## **2. Defined roles and responsibilities**

Each team member understands what they must do for the group to succeed.

### **3. Group decision-making**

Decisions only escalated when team can't reach agreement.

## **4. Open and clear communication**

Shared understanding of the groups purpose. Everyone contributes with respect, honesty, and an open mind.

## 5. High level diversity

A diversity of experience and background in the team contributes to a diversity of viewpoints, leading to better decision making and solutions.

## 6. Mutual trust

Trust in other team members and trust in the team as an entity.

## 7. Resolve conflict (don't avoid it)

Dealing with conflict openly and transparently.

“No problem was ever solved underneath the carpet.”

## 8. Collaborative atmosphere

A team culture that is open, transparent, and future-focused

## 9. Democratic leadership

A shared leadership style that involves and engages all team members.



# 10. Resilience

Share both successes and failures. See all experience as opportunities to learn and grow.

Those who succeed  
are not the ones who  
never fail, they are  
the ones who never  
give up!



THANK  
YOU!



FOLLOW ME  
@KELLYOD  
OR



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