



Elite Access Virtual Classroom

# BUILDING A CULTURE OF HIGH-PERFORMANCE

Presented by Shannon Whitman, iTEAM



*Introduce yourself in the Chat!*

*Connect and Learn*



BUILDING A CULTURE OF  
**HIGH-PERFORMANCE**



# Agenda

- ✓ Core Values & Culture
- ✓ Traits of High-Performing Teams
- ✓ Evaluating Your Team's Performance
- ✓ Planning for Increased Performance



## **What is High-Performance?**



# Culture & Core Values – the Foundation of High Performance

## CORE VALUES:

- ✓ Provide Direction
- ✓ Create Common Purpose
- ✓ Increase Efficiency



## Organizational Core Values

- ✓ What do we do really well as an organization?
- ✓ What types of behavior are rewarded?
- ✓ What is more important than money?
- ✓ What are the unwritten rules?



## The Uncomfortable Truth

- ✓ 90% of companies have a set of defined core values
- ✓ Less than 1 in 5 HR Managers said 60% of their employees could recite these core values
- ✓ Only 1 in 10 say 80% of their employees could recite them

Corporate Culture  
is built,  
intentionally or  
unintentionally,  
from underlying  
values and  
behaviors.







## Defining Your Corporate Culture

- ✓ What is the vibe of your organization?
- ✓ What type of person would want to work there?
- ✓ What does everyone know you do well?
- ✓ What do you always do?
- ✓ What is not tolerated?

**Does your culture reflect your stated core values?**

## Identify This Company:

- ✓ Communication
- ✓ Respect
- ✓ Integrity
- ✓ Excellence





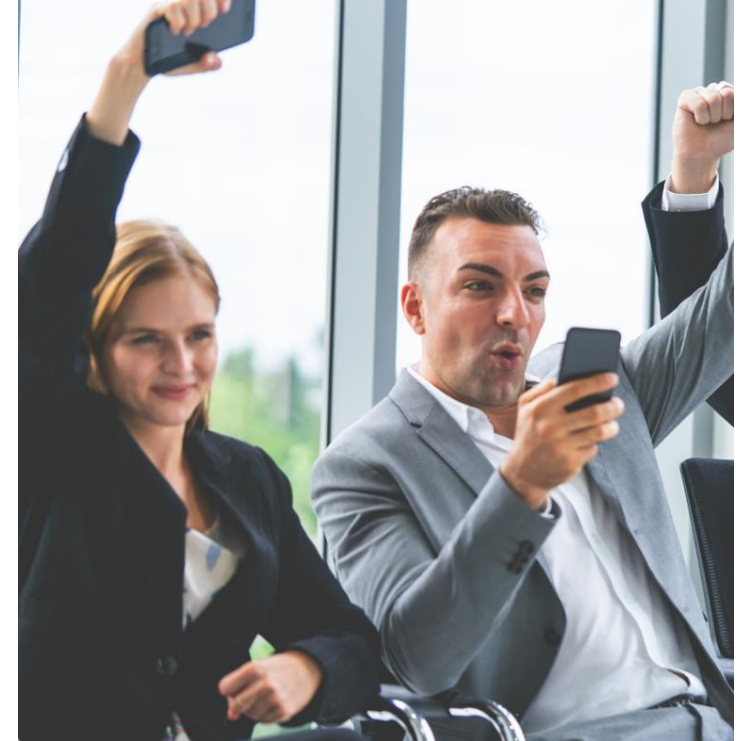
## The Cost of Misalignment

- ✓ Lack of Credibility
- ✓ Individual Instead of Team Focus
- ✓ Loss of Focus
- ✓ Loss of Differentiation



## Reflection

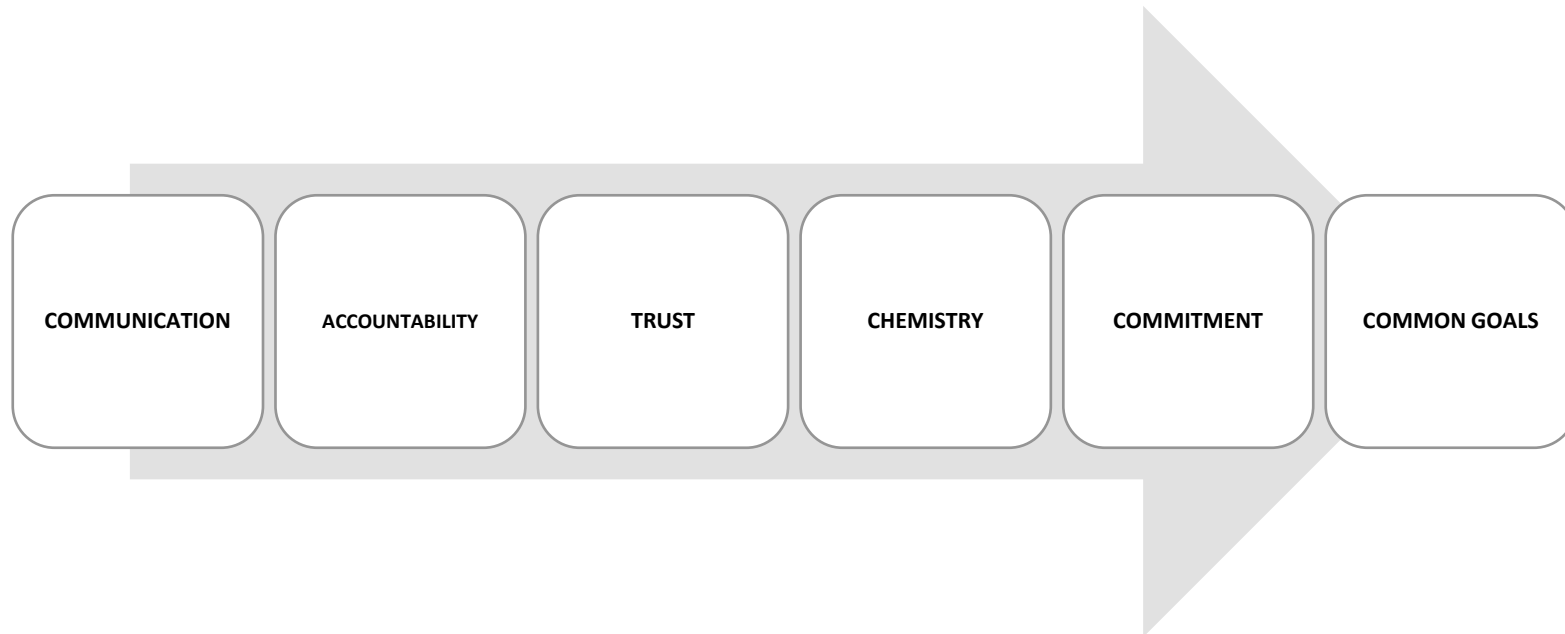
- ✓ What are your organization's core values?
- ✓ List ways in which these values are reflected in your corporate culture.
- ✓ Where is there misalignment, and what can you do, as an organization, as a team leader, and individually, to correct this misalignment?



# HIGH-PERFORMING TEAMS



## THE SIX TRAITS OF HIGH-PERFORMING TEAMS



# COMMUNICATION



# ACCOUNTABILITY

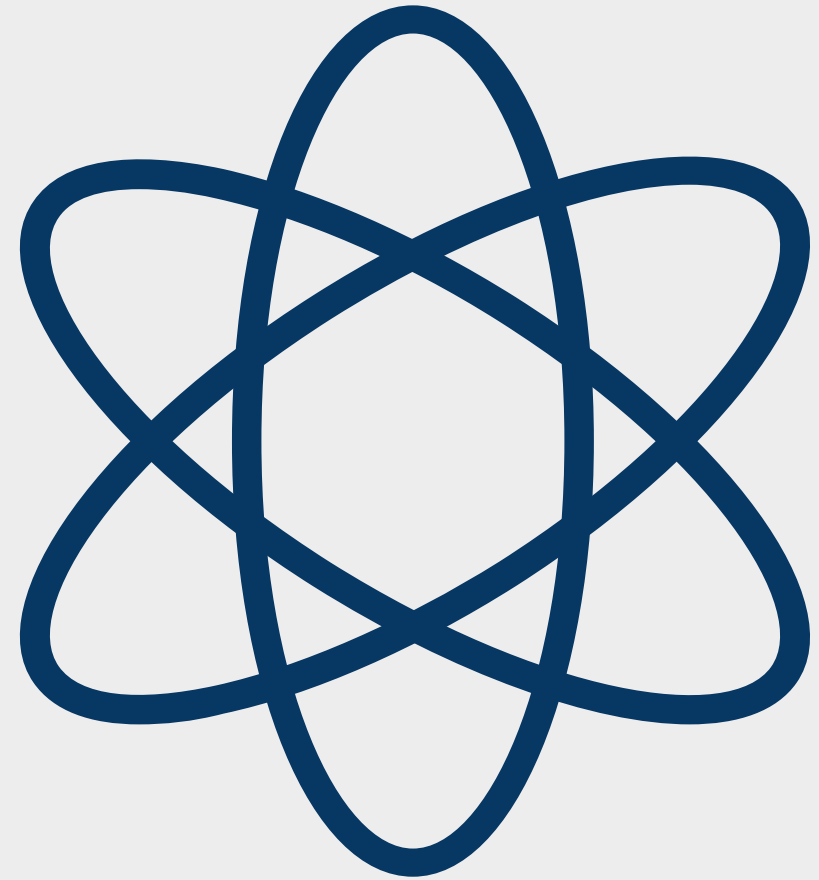




**TRUST**



# CHEMISTRY



# COMMITMENT



# COMMON GOALS



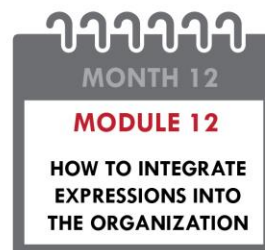
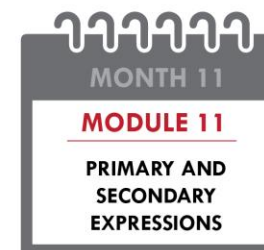
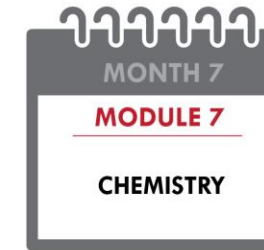
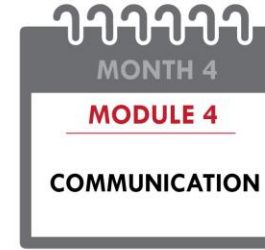
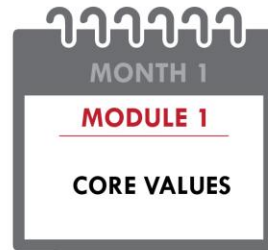
# YOUR RESULTS



- 1. Pick a Spokesperson**
- 2. Share your team's highest scoring and lowest scoring traits**
- 3. Identify what you can do to make a difference in your lowest scoring area:**
  - **As an Organization**
  - **As a Team**
  - **As an Individual**



# iTEAM COURSE SCHEDULE



# What People are Saying

Great session last night! It gave us a chance to think about our own teams, how we are performing in each of the six areas, and what we can do to improve overall.

Last night's session was **FANTASTIC...** good discussion, honest answers, and movement in the right direction!

**BRING ITEAM TO YOUR ORGANIZATION!**

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# Thank You