



Developing High Performing Teams

The challenge faced by any organization looking to foster high performance is to have the actions of individual leaders and teams be consistent with and unquestionably contribute to fulfilling what's of greatest importance to the organization.

JMW's expert consultants have decades of experience supporting teams at all levels, from executive teams to project teams, to perform at the top of their game.



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Meeting the challenge of team alignment and development is not just being clear about the goals and objectives of an organization. What's often missing is a common understanding of the answer to the question, "Why are these goals and objectives important?" True alignment and effective actions and results are built on a foundation of clarity around what is of fundamental importance to the organization. Team members then need to develop the tools to work together effectively to achieve those goals.



JMW's team development and alignment services support teams to:

- Understand issues and mindsets that could be getting in the way of collaboration and performance
- Realign individual agendas in service of a larger organizational purpose and increase the team's ownership of that purpose and the goals that represent its fulfillment
- Introduce a performance culture that fosters accountability and collaboration
- Mobilize the organization around the right objectives and values
- Establish a decision-making model for accelerated performance
- Listen generously to each other and to their own teams
- Commit to each other's success, individually and as a team
- Gain awareness of the limits of their own and each other's habitual leadership approaches so these can be productively challenged
- Create a new sense of enthusiasm and optimism to take on big challenges together
- Gain the individual and team ability to inspire, engage, and mobilize people across the organization to work towards what's of fundamental importance
- Develop and maintain an environment of open communication and constructive dialogue, including effectively...
 - Holding each other accountable and productively challenging each other
 - Anticipating and dealing with roadblocks and issues honestly and successfully.

JMW's consultants work in partnership with our clients to design a customized team development program, which could include the following and more:

- Dedicated team leadership development sessions
- Work sessions with the team to align on shared goals and ways of working together
- Observation of team meetings to understand individual and team behaviors, with coaching provided during and after, as appropriate
- Supporting the team to design engagement efforts for their own teams and the broader organization.



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