

Building Team Performance by Design



Exceptional Leadership
A Better Future

■ WBL Karakia Timatanga

E hui tahi nei mātou
Kia kotahi ai ō mātou wawata

Mā te āta poipoi i ngā āhuatanga katoa a te
rangatira ka puta hei oranga mō āpōpō

Mā te manaaki tētahi ki tētahi e tipu ai te oranga
o te tangata

E tū kahikatea, kia tūtuki ai ngā wawata
Tātou, tātou e

Haumie, hui e taiki e

We come together with a clear purpose,
and vision

By growing the seeds of leadership we
enable pathways to a better future for all

Creating a fertile environment that supports
growth

We are stronger together to achieve our
purpose

Unified, connected and blessed

■ Your webinar hosts



- Verity Ratcliffe & Rachael Stott, WBL
- Scott Ambridge, CEO Enable NZ

■ The Context & Opportunity

- headcounts tightening & expectations growing
- the busyness trap
- unlocking the collective capability of teams

■ The Challenge: Sources of Friction

Task

Clarify team structure - context, purpose & norms

Relationships

Build psychological safety and collective orientation to *'primary team'*

Hybrid

Build shared situational awareness and team performance metrics

Fix the Structure, Enable the People

■ Teamwork Structure: Foundations First



clarity and build shared
awareness of **context, and
purpose**

and

review and refine norms that
align and support team success

■ Relationships: Strategic Self-Awareness



understanding individual
strengths and **challenges** in
relation to expectations

and

adapting behaviour accordingly,
to improve team effectiveness

■ Relationships: Decoding Team DNA



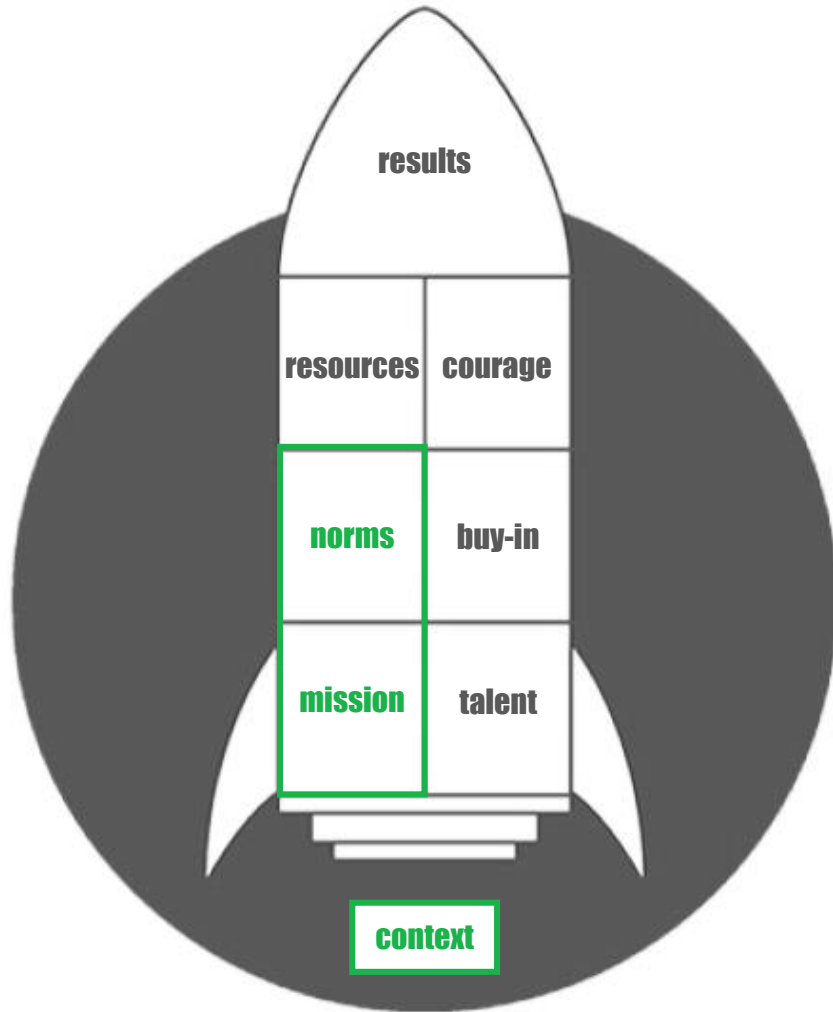
get curious about how to leverage
team diversity

and

embed mitigations for blindspots and
group think

Enable[®]
NEW ZEALAND

■ Science-Backed: Structuring for Performance



Dr. Gordy Curphy's Rocket Model™

- do the mahi from the bottom, up...
- get the structural side aligned
(this mahi also influences across)

■ Science-Backed: **Decoding Personality Insights**

Day-to-day

What you see most of the time... behaviour and reputation. Five-factor model

Extremes

When we're not at our best - from time to time.
Five-factor extremes

Needs & Values

Core needs, drivers and values: team culture and alignment factors

Assessio Inventories - WBL Talent Profiles

■ Leveraging Diversity



When we avoid labeling differences as ‘annoyances’ and start seeing them as complementary functions, we unlock the true potential of the team

■ What do we Know? Predict? Assume?

Know

Verified facts, current state information that the team agrees upon as true, accurate, observable, and evidence-based. Anchored in a confirmed present or past.

Key Value:

Establishes a shared understanding of the current environment, reduces ambiguity and aligns team perceptions with reality.

Predict

Informed expectations about what will happen in the future.

Key Value:

Helps the team anticipate and plan for what might happen next - likely future scenarios.

Assume

Beliefs held to be true about the current / near-future environment, without complete evidence. Often unstated, taken for granted and influence how we interpret events.

Key Value:

Surfaces beliefs that are shaping our understanding of what is happening now.

■ Recognise or Mitigate: **the busyness trap**



- too busy getting on with 'it'
- head-down, silos
- stretched bandwidth
- **create team clarity**
- **know your team members**

■ Reflection and Action

Small shifts can unlock great value...

Focus on teamwork foundations

Use evidence-based approaches

Understand & leverage diversity





Questions / Pātai?
Observations?
Comments?

■ Karakia Whakamutunga

Unuhia, unuhia,

Unuhia ki te uru tapu nui,

Kia wātea, kia māmā te ngākau,

te tīnana, te wairua, ki te ara tangata.

Kōia rā e Rongo, whakairihia ake ki runga,

Kia tina! Tina!

Hui e! Taiki e!