

2017 Senior Team Survey Report Infographic Summary

The Winsborough Senior Team Survey 2017 Report has shed light on the key challenges facing leadership in New Zealand organisations.



The survey gauged senior team members on seven key criteria



Consistent with the findings from 2007, effective senior teams are similar in four key factors



Providing clarity around roles and measures of success

CEOs rated their teams on average

16%

Defining explicit decision-making protocols

higher than Tier Two Leaders on how cohesive they think their own senior teams are.

COHESION

'Team members act as a cohesive unit' was rated in CEO's top six but Tier Two Leader's buttom three factors.

TRUST AND SAFETY

The difference between a good team and a great team - we are helping each other, we're trusting each other and, to be a great team, you need to have a real care and concern for each other.
Survey participant When comparing the perceptions of high performing teams and less effective teams, there was more than a

50%

difference in their ratings of trust between the two.

TRUST 🚽



- Trust underpins the open exchange of useful ideas, collaboration, acceptance of influence and openness to risk.
- Trust enables knowledge sharing behaviours and these are critical to senior team effectiveness.
- When trust is absent team members are more likely to conceal information.
- Without trust, team members are more likely to reject influence and try to take control.

Simple actions to improve performance



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