HIGH PERFORMANCE TEAM (HPT) COACHING

Team & Exec Coaching

PROGRAMME OVERVIEW
Developing senior teams that consistently deliver breakthrough results, together, faster.

High Performance Team (HPT) Coaching is the Oxford Leadership™ approach to developing teams, which consistently delivers breakthrough results. Based on our extensive experience with many of the world’s top senior management teams, HPT Coaching takes a strategic approach to the optimisation of talent, team functioning and development.

For more information about Oxford Leadership or to get in touch, visit us at: www.oxfordleadership.com
High Performance Team 6 Point Coaching Plan

1. Compelling Purpose
   What is the reason for the team? Define why the team exists. Align ambitions and intentions.

2. Coherent Goal & Strategy
   What is the team’s plan-to-win? Focus on a goal that everyone recognises. Develop a strategy to win that everyone understands.

3. Clear Decision Rights
   How does the team make decisions? What is the process for decision-making? What are the roles and responsibilities of individual team members?

4. Team Operating Processes
   How does the team function? How are team meetings conducted? What are the conversations that only this team can have?

5. Team Relationships
   How does the team talk? What are the defining values of the team? What core principles guide team behaviour?

6. Method and Means Of Communication
   How do team members communicate? What is the communications ‘code of conduct’ in team meetings? What communication occurs between meetings?

Source: Dr. Belle Ragins for Catalyst

Team Profiling and Assessments

Our coaches are accredited by one or more of the internationally recognised coaching federations and are trained in the most advanced assessment tools and diagnostics, including:

- LSI 1 & 2, Human Synergistics
- LI, Human Synergistics
- DISC
- TetraMap
- MBTI
- Belbin
- Skillscope & Benchmarks
- ILS & OCS (Hay Group)
- Hogan
- Kolb Learning Style
- FIRO-B
- Leadership Versatility Index (LVI)
- Benchmarks 360
- Drexler

“Trust, Respect, Loyalty and Communication are the 4 foundations of a High Performance Team.

“We coach Senior Teams by working with them on their actual, mission-critical business issues.”

OXFORD LEADERSHIP™
Oxford Leadership HPT Coaching Model

Our High Performing Teams model is built on stretch goals, commitment to excellence, absolute personal responsibility, trust, and clear norms for communication.

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Customised coaching programmes for CEOs, board members, senior executives, and high-potential leaders.

About Oxford Leadership™
Oxford Leadership™ is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change. Our programmes are part of the core curriculum in many of our client’s corporate universities, and our leadership development programmes have over 300,000 executive alumni. Methodologies are based on more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

Austria, Belgium, Brazil, Canada, China, Colombia, Denmark, Finland, France, Germany, Italy, Mexico, Norway, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sweden, The Netherlands, UK, Uruguay, and the USA.

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