



# Building High-Performance Teams

Alignment and trust will get your team on the same page.

## What is the level of Alignment in your team?

Intégro's research on team alignment clearly shows that alignment cannot be achieved without a high level of trust.

**If trust is low, team members are unable to have the robust conversations they need to have to achieve high levels of alignment.**

When everyone in the team is aligned on their Purpose, Values, Vision, Goals, Priorities and Roles all team members are clear about what they are doing and why they are doing it and are committed to fulfilling their responsibilities.

Collaborative teams generate better ideas, have increased efficiency, share the workload, make faster decisions and have a higher level of trust. Alignment is the key.

Measure your teams current level of alignment with a tool that is valid and reliable. Once you have that information, you can identify the specific steps team members need to take in order to increase the alignment and trust in the team.

## How to Measure Alignment

Each member of an intact team completes a 15 minute survey which will identify the specific areas that are blocking the team from having a high level of alignment.

# The Survey In-Depth

## **SECTION 1: Team Alignment Report**

Measures two aspects of team alignment:

**Clarity** - the degree to which team members are clear on the six factors of alignment: Purpose, Values, Vision, Goals, Priorities and Roles.

**Approval** - the degree to which individual team members personally approve of how these six factors exist in their team.

## **SECTION 2: Team Trust Report**

Shows the levels of trust perceived by the team, based on the four behaviors that build trust: Acceptance, Openness, Congruence and Reliability. It measures the level of trust in the team using Intégro's Trust Model. The survey identifies the areas that are preventing the team from having the conversations they need to have.

## **ADDITIONAL: Individual Report**

In addition to the overall Team Report, each team member receives an individual report which highlights where they rated the team's performance, compared to the overall group results.

# Support & Facilitation

- One-on-one debrief for the team leader.
- Debrief session for team members.
- Workbooks for each team member attending the debrief.
- Tools and advice for developing team alignment.
- Optional one-on-one coaching for team members, followed by an in-depth team action planning session.
- Option to continue with additional training and further assessments to measure progress over time.