

High-Performing Teams: A Human-Centered Foundation to Healthy Organizations

“A leader is best when people barely know he exists, when his work is done... they will say: we did it ourselves.” -Lao Tzu

The foundation of any healthy organization is human capital, or simply put, its people. In a team setting, individual strengths can only be realized when combined with the unique abilities of others. For organization leaders, shaping effective teams is vital in tackling complex challenges, maximizing outcomes, and cultivating a culture of commitment. For this reason, Evans focuses on team performance as a key tenet in its service offerings.

Evans defines a High-Performing Team (HPT) as one that effectively **aligns** itself to a shared set of values, **empowers** all members with shared accountability, **collaborates** to create a culture of commitment, and is therefore **resilient** to change.

Evans’ HPT process is based on a diagnostic, strengths-based approach to help teams:

- Clearly define roles and responsibilities to promote leadership and accountability.
- Create an inclusive social infrastructure and a high degree of information sharing.
- Consistently rise to the occasion and ensure readiness to change.

The Evans method evaluates performance in terms of team composition and output with consideration for the program’s unique characteristics. The model uses qualitative and quantitative performance indicators to measure team performance, and is based on extensive research and client-delivery experience.

Evans' implementation strategies provide tailored and holistic solutions that build upon an organization’s existing strengths. Tactics leverage highly personalized techniques to ensure:

- **Alignment:** there is a strong team roadmap for success and members choose to follow it.
- **Empowerment:** individuals, regardless of rank, can influence meaningful opportunities to impact the success of the team.
- **Collaboration:** information sharing, idea generation and knowledge transfer among team members is consistent and easy, even when there are no problems to solve.
- **Resilience:** the team can adapt in response to rapid change while continuing to function at a high level.

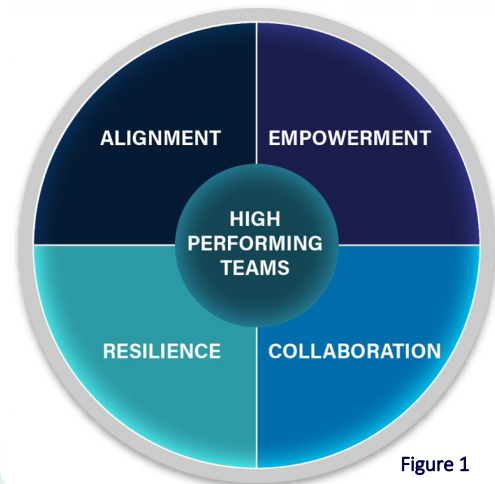


Figure 1

HPT Application and Desired Outcomes

Following the initial team assessment, Evans' coaching methods can guide teams through the HPT continuum, starting with the alignment phase and ultimately advancing to resilience. The model generally follows a sequence of alignment > empowerment > collaboration > resilience, although some variation may occur depending on the team's unique situation and needs. While the hierarchy of team attributes outlined below is not comprehensive (Figure 2), it does provide a preliminary overview of the model's desired outcomes.

Where Can Your Team **Grow?**

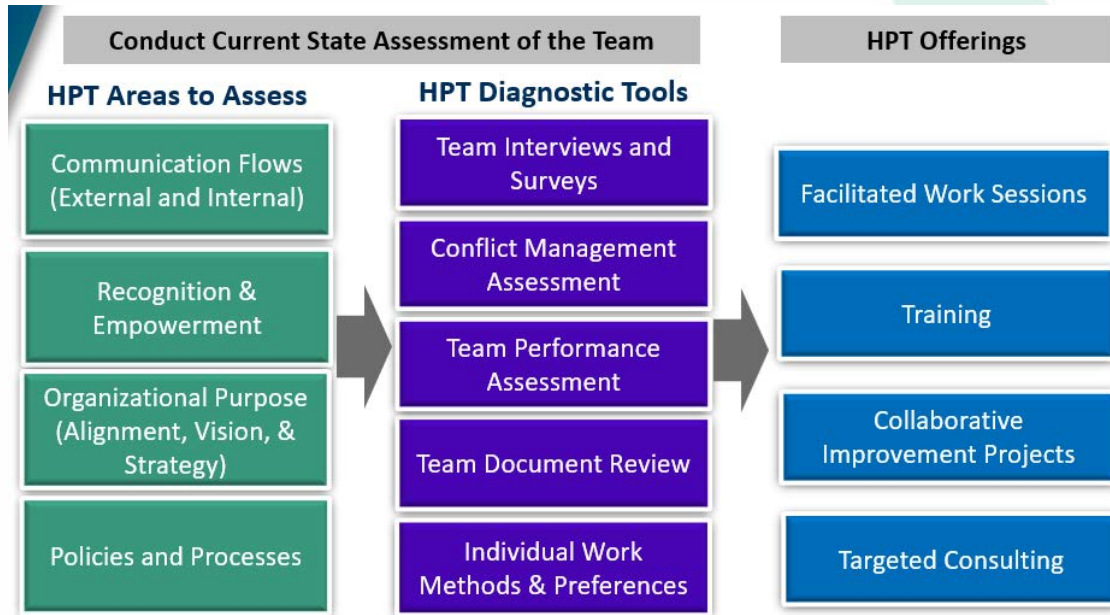
Take our online quiz and discover quick wins to enhance your team's performance.

[Bit.ly/EvansTeam](https://bit.ly/EvansTeam)

Characteristics of a High-Performing Team	
Alignment	<ul style="list-style-type: none">• The purpose of the team is clearly defined.• The team uses consistent messages about success.• The team has a clear path to achieve success.• Individuals understand how they fit into the strategy.
Empowerment	<ul style="list-style-type: none">• Team members respect new ideas and can influence outcomes.• Individual roles leverage their strengths, interests, and passions.• Team members have the autonomy to make decisions.• Team member contributions help achieve the team goals.
Collaboration	<ul style="list-style-type: none">• Individuals have the information they need to do their job are willing to share information freely.• The team works together to solve problems and input is valued.• Team members advocate for their solutions.• Leadership recognizes team contributions.
Resilience	<ul style="list-style-type: none">• Team is innovative in problem solving and learns from failures.• Individuals on the team are self-aware.• Individuals manage stress effectively and lean on one another.• The team can predict likely obstacles.

Figure 2

The Evans Approach to HPTs



Evans has a 20+ year history of research and client experience in building healthy teams, as well as coaching leaders to create their own. Our human-centered HPT model is powerful when designed with leaders and customized to accommodate a variety of team attributes.

From creating a shared purpose to designing your team's makeup, our facilitated sessions and collaborative improvement projects provide opportunities for members to be empowered and address organizational challenges. Together, we are able to build the resilience that allows teams to thrive during complex changes.

For more information, visit the Evans website for free access to our High-Performing Teams materials at bit.ly/EvansHPT. Complete our HPT quiz and receive a brief analysis of your team's current state by visiting bit.ly/EvansTeam. For a 30-minute complimentary Coaching Session to help you get started, please reach out to us at HPT@evansincorporated.com.