



HIGH PERFORMING TEAMS

CREATING A HIGHLY FUNCTIONAL
AND PRODUCTIVE TEAM



EMERGENCY SUPPORT
NETWORK PTY LTD
Specialising in People Risk Management

THE IMPORTANCE OF HIGH PERFORMING TEAMS

The **Emergency Support Network (ESN)** assists many organisations to create high performing teams. Referrals are made for teams that are experiencing dysfunction including:

- An absence of trust
- Fear of conflict
- Lack of commitment
- Avoidance of accountability
- Inattention to results

(Patrick Lencioni, The Five Dysfunctions of a Team, 2002)

These can significantly impact ability to perform well within interpersonal relationships. In contrast High Performing Teams are characterised by members who:

- Respect and trust each other
- Protect and support each other
- Have the ability to communicate openly
- Enjoy good interpersonal relationships
- Share strong common goals
- Have aligned values and beliefs
- Put the good of the group first
- Value being part of the team

OUR SERVICES

ESN can assist your team to realise a positive dynamic and become a high performing group.

We know how to assess and develop teams for better performance and safer practices to prevent risks such as stress, conflict, workplace grievances, and potential workers' compensation claims. We can help you achieve this through:

Analysis of Team Issues

Sometimes what presents is not the 'real' issue. Our consultants are well experienced in analysing team function and providing suggestions to deliver improvement.

We work with you to implement targeted interventions to achieve desired outcomes.

Team Cultural Assessment

Using specialised tools we are able to assess team culture and gain powerful insight. This data provides a baseline for meaningful interventions and future progress reports.

Psychometric Assessment

We use quality psychometric tools to assess key factors important to team functioning at both the individual and group level. Individual and group profiling can greatly increase your team's understanding of interpersonal and behavioural styles in the workplace.

Coaching

Our consultants are highly qualified and skilled in coaching both individual team members and leaders.

Coaching is an intensive and highly effective method to realize fast, positive change.

Each programme is individualised to meet client needs.

Mediation

Difficulties often arise between team members. These typically emerge as interpersonal issues and may at times polarise the wider team.

The **Emergency Support Network** is able to provide mediation and other alternative conflict resolution services to resolve interpersonal issues and limit damage to the wider team.

Team Dynamics Workshops

Team-specific results from psychometric and cultural assessments can be incorporated into a wide a range of workshops to suit team needs.

As required we are able to incorporate team-specific results from psychometric and cultural assessments into these.

Our workshops help team members understand their individual styles,

any dysfunctions that affect their team, and ways to make their team a high performing one.

Once team dysfunctions and issues have been addressed, further workshops are available to ensure that your team is performing at the highest level into the future.

FOR FURTHER INFORMATION, PLEASE CONTACT

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