

*High Performance Teams
Your New Normal*

31 days of
"Philosophies"

Let's don't talk about the basics

Philip Larson

*An eclectic guide to
managing with excellen*



40 Tips on Leaders Self
Development,
Leadership Principles of
Management, Team
Building, and Power
Attitude

Manage Well.

Basics: One thing we agree on with High Performance Team is that it is a *composite performance that stands out above the norm of others looking to accomplish the same*. It isn't about a super star. It is about the Team dynamic and synergy.

- Synergy = collaboration
- Love the customer
- Love the product
- Love the team
- a community level, a company level, a department level
- finance, insurance, healthcare, non-profit, congregation, retail, or any endeavor
- affects everyone and everything in which it comes in contact
- provides an environment where the least performer can become a good performer
- is not about superior team member selection by superior management engagement

Seven Team Tips for Tough Times

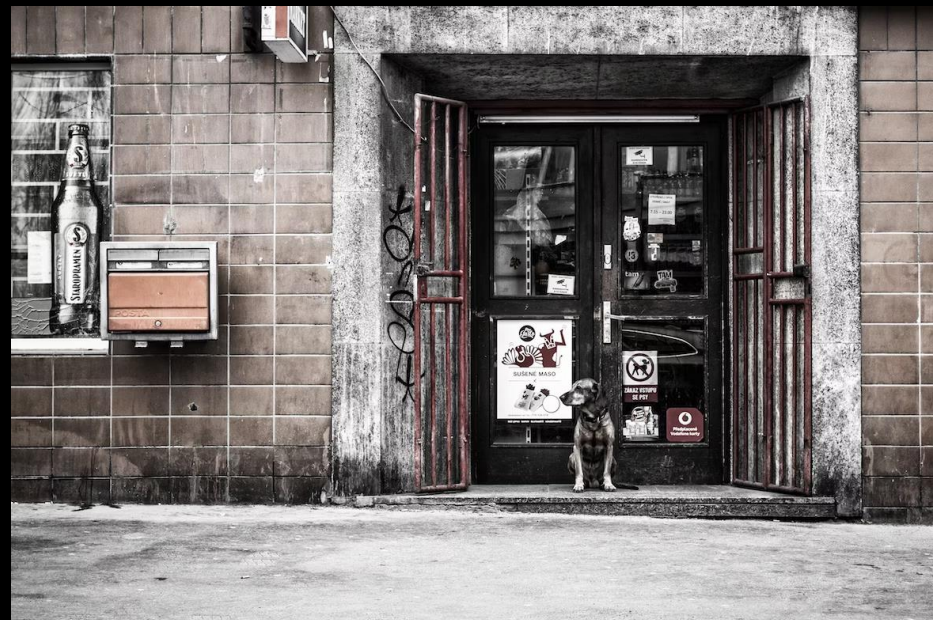
- ***The blank check***
- Tough times grow the person
- Good day gratitude
- ***Rivers flow downhill***
- Build the person with care
- ***Dynamic Rest***
- Handling BHAGs

Arnie the Armadillo

*Crazy
Days*

100
BEST PLACES
TO WORK IN IT

\$7million



Activators
Pillars
Motivators
Initiatives
Instigators



Definition

- One thing we agree on with High Performance Team is that it is a ***composite performance that stands out above the norm of others looking to accomplish the same.*** It isn't about a super star. It is about the Team dynamic and synergy.



Barrier Breaking Benchmarks

- Clothing Retailer in 29 States
- Chapter 11
- Total Chaos
- Out in 18 months
- Profitable
- Secure
- Used out of house teams with high benchmark





Expansive
Mission

Inclusive
Vision

High
Performance
Team

Barrier
Breaking
Benchmarks

Power
Process

Conquered
Change

Energizing
Events

Inclusive Vision

- Maslow's Hierarch of Needs
- Major hospital and health care complex
- Total dysfunction in the team
- Misaligned with corporate vision
- Moved to maximum uptime, stellar efficiency, trusted resource
- Tied everyday actions of team to overall vision of healthcare





Expansive
Mission

Inclusive
Vision

Barrier
Breaking
Benchmarks

Power
Process

Conquered
Change

Energizing
Events

High
Performance
Team

Expansive Mission



- *“Without a mission statement, you may get to the top of the ladder and then realise it was leaning against the wrong building.” Dave Ramsey*
- Herzberg Motivators and Demotivators
- From customer hate to highlight
- From looking for jobs to Best Place to Work In IT
- Innovation from an expense model
- National recognition
- Intersection of vendor, customer, corporate, community



Expansive
Mission

Inclusive
Vision

Barrier
Breaking
Benchmarks

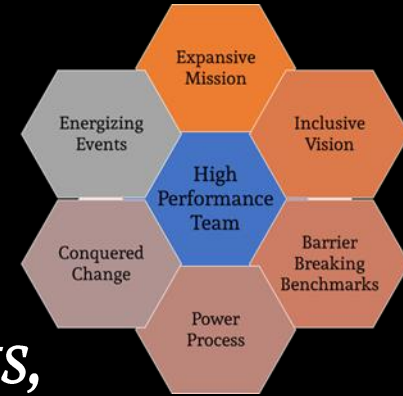
Power
Process

Conquered
Change

Energizing
Events

High
Performance
Team

Energizing Events



- *A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results. Wade Boggs*
- One event to many hundreds
- Variety according to local culture and preference
- Newspaper, radio, television – guerilla pr
- Involvement of government, healthcare, business, media, non-profits, congregations, across cultural heritage



Pioneer Moments



• ***“People who end up as ‘first’ don’t actually set out to be first. They set out to do something they love.” - Condoleezza Rice***

- A plaguing problem
- A cooperative community
- Innovative insight
- Expanded to 30 counties
- Changing the face of crime experience and family health



Expansive
Mission

Inclusive
Vision

Barrier
Breaking
Benchmarks

Power
Process

Conquered
Change

Energizing
Events

High
Performance
Team

Powerful Process



• When you have disciplined people, you don't need hierarchy. When you have disciplined thought, you don't need bureaucracy. When you have disciplined action, you don't need excessive controls. When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great performance.”

— Jim Collins

- Involve everyone possible
- Keep respect and dignity
- Pursue flywheels
- Plug black holes
- Steering Controls
- Remember every other pillar of benchmark, vision, mission, events, pioneer, and change.



Expansive
Mission

Inclusive
Vision

Barrier
Breaking
Benchmarks

Power
Process

Conquered
Change

Energizing
Events

High
Performance
Team

Conquered Change

- *“Success is the progressive realization of a worthy goal or ideal.”*

Nightingale

- Communicate, communicate, communicate
- Change curve
- Resistance is normal





Expansive
Mission

Inclusive
Vision

Barrier
Breaking
Benchmarks

Power
Process

Conquered
Change

Energizing
Events

High
Performance
Team

RESOURCES: solumcommunity.net/hpt

SUPPORT: [GO HERE](#)



Philip Larson

405.388.8037

phil@solumcommunity.net

SOLUMCOMMUNITY.NET

A life mission of a better life forward