Creating High Performance Teams

*Leadership is the day to day communication about the real issues.*” - Chris Argyris

Today’s business challenges require that leaders effectively advance their ability to influence and communicate:

*Up (bosses/more senior leaders)* *Down (direct reports)* *Sideways (peers/clients)* *Externally (customers/suppliers)*

Skills to communicate effectively with or without authority are critical to influencing across the organization to lead, coach and drive performance through others. Significant experience working globally with people at all levels and across most industries and functions, we know what differentiates people’s ability to exercise leadership in each of these domains and the derailers that limit effectiveness across the globe.

Creating High Performance Teams is an insightful, interactive session that focuses on enabling leaders at all levels to build the skills required to create alignment, lead and influence in a rapidly changing marketplace. The program creates a common framework for communication that drives dialogue about the real issues and creates learning for both parties.

**Work On What’s Important To You**

Over half the time in this program is dedicated to solving participants real issues. Participants bring cases that represent a significant and relevant challenge to which they have applied their best thinking and have been unable to solve. We spend most of the workshop applying new thinking and skills to these challenges.

**Create Lasting Results**

We work with the right people up front to understand your business, your issues and the results you need. The program is tailored to ensure measurable results. This builds confidence in new skills and ensures that they will be used over and over to become embedded in your culture.

**Create New Team Norms for Communication**

Corporate teams need to address real (and often difficult) issues to drive results. This requires an environment where candor is the norm and hidden agendas are few. One that fosters discussion, push-back, and honest feedback—where everyone’s point of view is heard and the best solutions emerge from collaboration. Our programs create this with an impactful team development experience. Your team will get to know each other well while working together to solve big challenges in a new way. The experience will create new norms for how people are expected to raise and discuss the real issues that drive your business.

**Expected Outcomes**

Participants will learn how to...

- Recognize the communication patterns, beliefs & mindsets that limit their ability to communicate when its is most critical.
- Leave with a plan and the skills to make progress on a real issue that they haven’t been able to solve.
- Make progress on real business issues that matter to the participants and their organization.
- Use coaching techniques to support performance in others.

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**Instructor Profile**

Jennifer Eggers is the President and Founder of LeaderShift Authentic Insights, Inc., and a Strategic Partner to the University of Georgia, Terry College of Business Executive Programs. She is an innovative executive with significant HR and Operational experience and a passion for creating insights that drive results. With a unique ability to align diverse stakeholders, her global experience in both consulting and corporate roles enabled Jennifer to build an integrated approach to developing leaders and organizations, optimizing talent, structure and processes. She is known for driving behavior change and enabling leaders to improve their ability to drive performance through others. Jennifer is a former Partner with Cambridge Leadership Group and has held senior roles at Bank of America, AutoZone, and Coca-Cola Enterprises.