



team alchemy™

Team Alchemy™

Amener vos équipes vers la haute
performante

Une co-construction de la haute performance des équipes



« *High Performance Team* »

Amener les équipes vers un fonctionnement optimum

Un modèle complet d'accompagnement des organisations

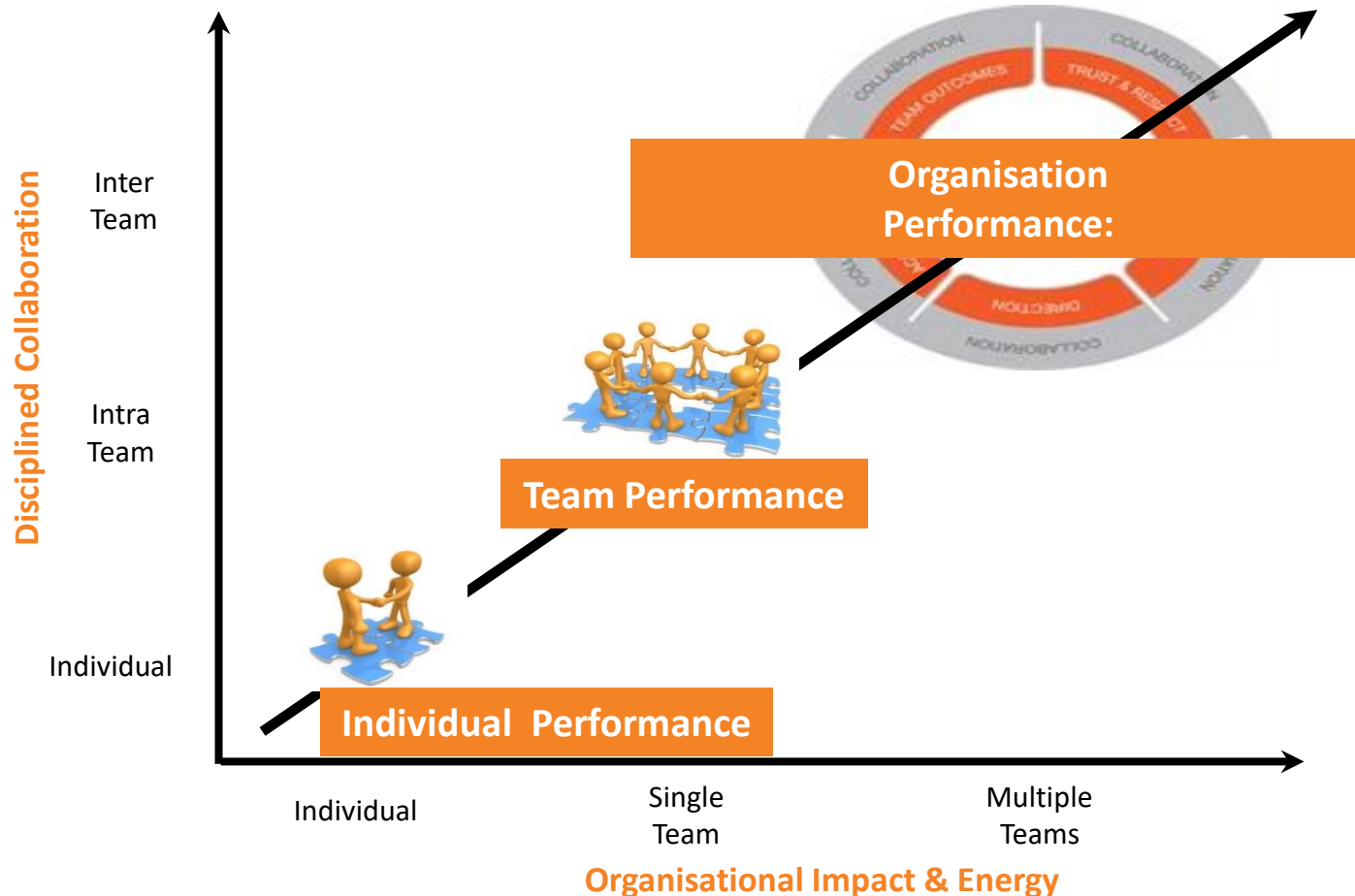
Penser fonctionnement global: *Team Alchemy* considère le fonctionnement intra **ET** inter-équipes

Un outil qui offre un diagnostic

Team Alchemy fournit un auto-diagnostic unique, qui permet à l'équipe de s'auto-évaluer (en interne et 360°)

Qu'est ce qui fait la différence?

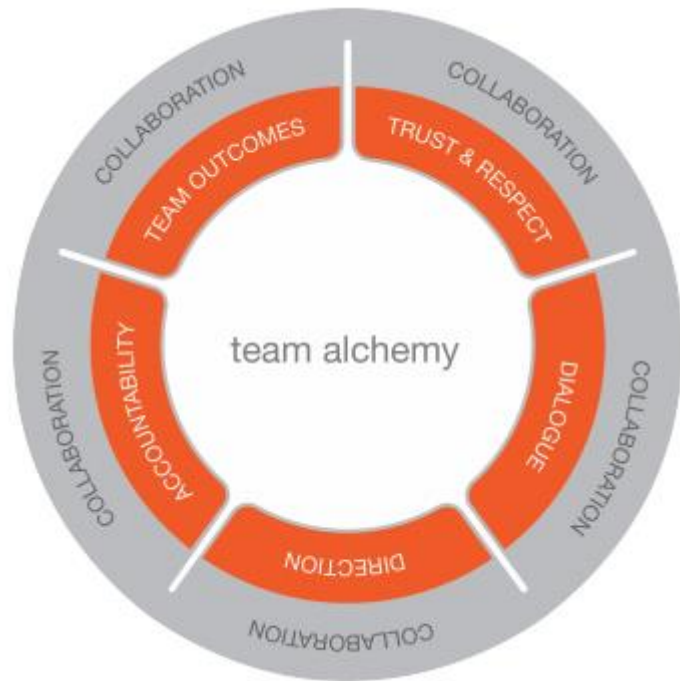
team alchemy is the key new performance building block of the organisation.



Team Alchemy focuses on:

- TEAM performance – the missing performance link for most organisations
- measuring and tracking performance both within teams and between teams (collaboration)
- providing a platform for embedding a high performance culture
- team performance measures from team members & key external stakeholders
- the social aspect of work – the lubricant that provides connectivity and meaning

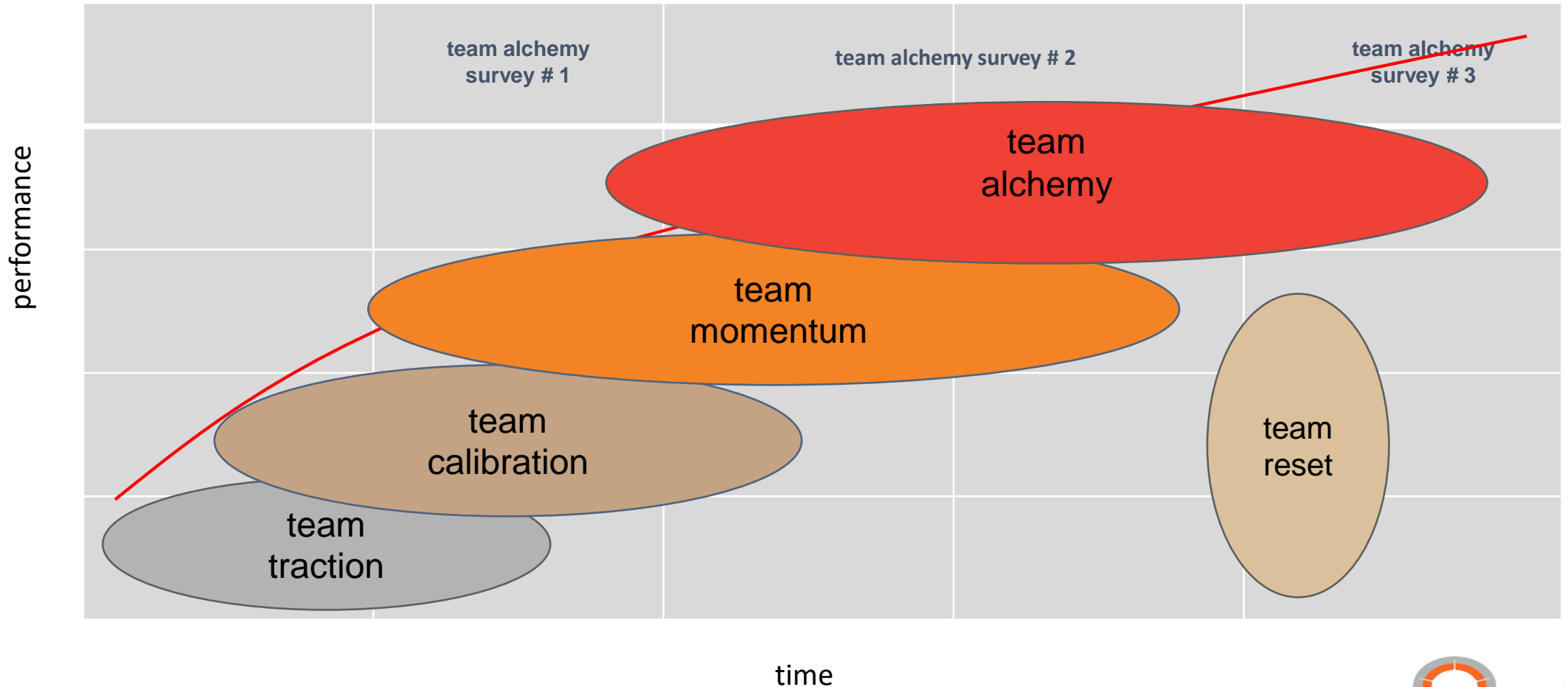
Les 6 éléments



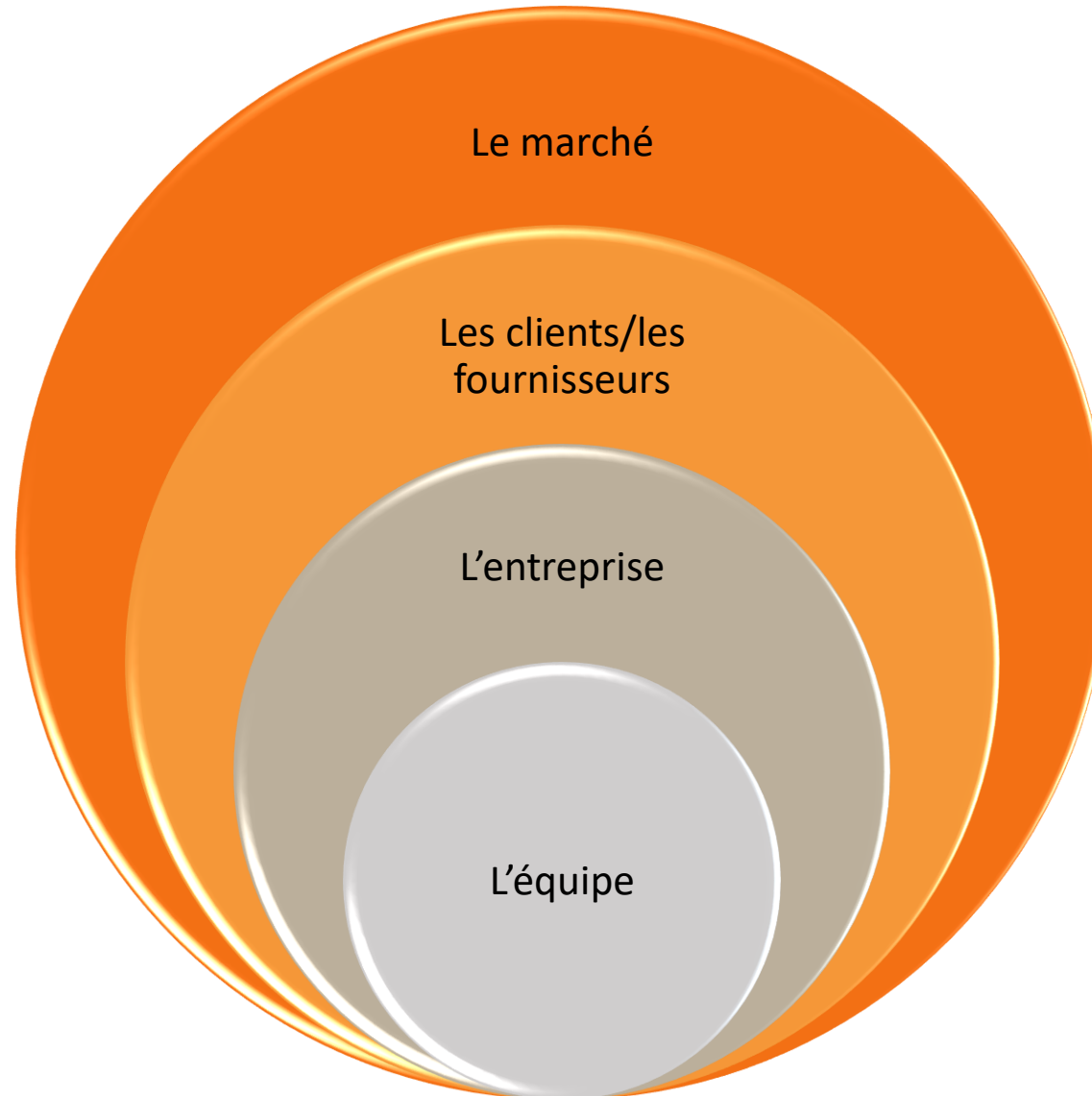
- Confiance et Respect
- Dialogue
- Direction
- Engagement et responsabilisation
- Résultats
- COLLABORATION

Un accompagnement sur la longueur

Une équipe de coach présente qui accompagne et supporte vos équipes tout au long du process



Les parties prenantes



Une méthodologie

dimensions of team performance	team traction	team calibration	team momentum	team alchemy	reset
	set up team performance	learn to perform as a team	deliver consistent team performance	high performance teamwork	disband or reform
outstanding results					
direction team outcomes	clarity and alignment <ul style="list-style-type: none"> vision, purpose, goals, KPIs ensure alignment start 90 day plans performance ethic <ul style="list-style-type: none"> design team dashboard link to goals & plans non-financials included 	an action orientation <ul style="list-style-type: none"> identify CSF set milestones to focus actions complete 90 day plans team-first ethos <ul style="list-style-type: none"> visualise & simplify dashboard team-first approach to both inputs & outputs 	commitment to execution <ul style="list-style-type: none"> monitor & review CSF use milestones; be decisive track 90 day plans recognise contributions <ul style="list-style-type: none"> clear focus on team before individual recognise contributions 	execution culture <ul style="list-style-type: none"> delivery of goals, KPIs re-set goals & priorities success builds success success culture <ul style="list-style-type: none"> delight in achieving high performance outcomes celebrate successes 	ensure closure celebrate
synergistic relationships					
trust & respect dialogue	give trust unearned <ul style="list-style-type: none"> right people, right roles openness & honesty active listening & straight-talking <ul style="list-style-type: none"> agree values & behaviours team meeting disciplines 	respect each other <ul style="list-style-type: none"> capabilities known; use profiling focus on strengths first sound structure & processes <ul style="list-style-type: none"> processes for communication, decision-making, use of conflict disciplined approach adopted 	belief through action <ul style="list-style-type: none"> respect for capabilities trust unearned is confirmed constructive use of tension <ul style="list-style-type: none"> reflect & review often ensure processes are effective use courageous conversations 	supportive culture <ul style="list-style-type: none"> support is naturally given & received; team ethic team mindset <ul style="list-style-type: none"> a strong focus on priorities power of diversity is real synergistic relationships 	honour relationships capture learnings
deep fulfilment					
accountability collaboration	set high standards <ul style="list-style-type: none"> set performance standards establish accountabilities set up management system external orientation <ul style="list-style-type: none"> map the team network assign ambassadors for KES 	monitor, review, reflect <ul style="list-style-type: none"> use milestones to monitor, review & reflect make time for team reflection proactively engage <ul style="list-style-type: none"> build personal networks adopt a disciplined approach KES agreements in place 	confront reality <ul style="list-style-type: none"> regular team reviews confront reality & take action maintain high standards utilise feedback loops <ul style="list-style-type: none"> utilise feedback loops track external environment monitor KES agreements 	mutual accountability <ul style="list-style-type: none"> personal & team accountability team pride is high disciplined collaboration <ul style="list-style-type: none"> assess performance use feedback to adapt KES agreements 	recognise reset relationships