

The Five Foundations of A High-Performing Team

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PART ONE

Introduction

While leadership may begin at the top, it shouldn't stop there. According to Forbes, leadership is a process of influence that maximizes the efforts of others, towards the achievement of a goal.

This means every department, team, and individual in your organization is capable of being a leader in some capacity. Tapping into this talent is the key to creating a high-performing team that exhibits trust, maintains clarity, and pursues excellence.

In order to be truly effective, good leadership should trickle down and be an integral part of your culture. As a manager, you're modeling leadership to your team every day, but you should also be unlocking the leadership potential in each of your team members. At Leadr, we call this people development.

In our research, we learned that organizations were struggling to engage, develop, and retain their employees. In fact, [according to a study by Zippia](#), 83% of businesses recognize the importance of developing leaders at all levels, but only 5% actually implement programs that support that goal.

That's why we created Leadr. We believe that a leader is more than just the person in charge. We believe everyone is a leader even if they are not the leader. We believe that anyone who wants to share their expertise to solve problems with their team can be developed into a leader.

We've distilled the process into five approachable areas you can focus on in your organization. These five foundations have been proven through research to cultivate great leaders, no matter where they sit.

PART TWO

The Definition of a High-Performing Team

What is a high-performing team?

Work teams are an essential part of the modern workplace. But simply gathering a group of people together and assigning them a common goal does not create a high-performing team. High-performance teams share a commitment to their goal, but they also share a commitment to each other. Each member of a high-performing team understands their responsibilities and how their individual strengths contribute to their end goals.

High-performing teams have an exceptionally high level of trust and accountability. They encourage one another, communicate openly and honestly, and resolve conflict quickly. Within a high-performing team, there is clarity on the mission and understanding of different members' roles and responsibilities.

Why are high-performing teams important?

As hybrid and remote work has risen in popularity, the need for high-performing teams has increased. The possibility that teams might be distributed across different time zones or even different countries means that the communication and collaboration that are hallmarks of high-performing teams are even more important.

Developing high-performing teams provides benefits in increased productivity and profitability. **A Gallup poll** found that high-performing, connected teams demonstrated a 21% increase in profitability.

Other studies have found that high-performing teams create a more enjoyable workplace. Open, honest communication and conflict resolution create a positive environment that people want to be a part of.

PART THREE

Why These Five Foundations?

Many organizations recognize the benefits of developing high-performing teams. But they don't understand what changes need to be made to turn their current groups into synergized teams.

In our research, we found that high-performing teams share three primary characteristics: **rapport, maximization, and clarity**. Rapport is built when your team believes that you are on their side and invested in their growth. Maximization finds ways to utilize the individual strengths of members of your team. Clarity seeks to create alignment between the goals of individuals and the mission and vision of your organization.

When these three characteristics exist across a team, there is a direct correlation to future increased outputs and engagement. **Teams that rank in the top 20% for rapport** see 41% less absenteeism, 59% less employee turnover, and a 66% increase in employee wellness.

Rapport, maximization, and clarity can all be influenced, and managers hold more influence over these characteristics of team health and performance than any other person. But determining how to build these characteristics in your teams can be challenging. Our five foundations of people development have been proven time and again to effectively build rapport, maximization, and clarity in your teams.

PART THREE

Leadr's Five Foundations



One-on-One Meetings

1:1 Meetings are the single most effective tool a manager has in their toolbelt.



Unique Strengths of the Individual

Development efforts are most effective when tailored to the individual.



Consistent Feedback

Feedback is essential for creating an effective and engaged workforce.



Clear Goals

Transparent goals allow employees to know when they are winning.



Personalized Growth Plans

Development activities should be continuous rather than static.

We've implemented the five foundations at Leadr and, in short, they work. We believe in the future workplace, where every manager is a coach and every employee has a voice, effectively developing leaders at every level of the organization.

We've built Leadr on top of these beliefs as a people development software that helps managers become coaches, creating high-performing teams in the process.

How-to Guide

How to start conducting one to one meetings.

People development is an ongoing process, not a once-a-year conversation.

Download our one-to-one meeting guide to take the first step in better staff development.



PART FOUR

The One-on-One Meeting

Frequency is the key to connection.

While most of us have heard of one-on-one meetings, many still remain unaware of the power this meeting holds to enact meaningful changes in company culture and employee performance.

What is it?

Simply put, the one-on-one meeting is a designated time between a manager and their individual direct reports on a consistent basis. As a manager, your primary responsibility is to build teams that execute the vision of your organization. With this in mind, one-on-one meetings provide the ideal space for you to give guidance, provide empowerment, a listening ear, and coaching at an individual level to each member of your team.

Why use one-on-one meetings?

One-on-one meetings help managers see the people on their teams as individuals with unique strengths rather than tools to accomplish a project.

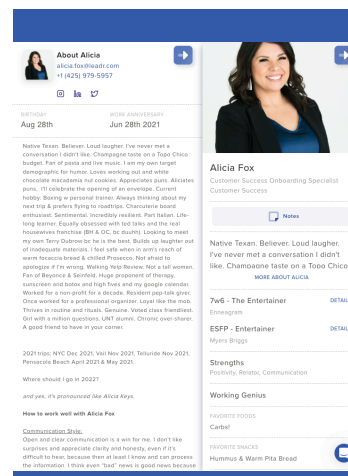
Since 70% of the variance in team engagement is determined solely by the manager, it is important to engage in meaningful one-on-one conversations that provide a space for feedback and accountability to be given while it is still relevant.

As a team member, one-on-one meetings are an opportunity to have a voice. Concerns and feedback can be presented to managers in a low-risk environment. It also helps to shift the focus from a self-centered view to the good of the team.

Your organization as a whole also benefits from one-on-one meetings. **One study from MetrixGlobal LLC** proved a 529% ROI from regular one-on-one meetings defined by consistent employee coaching.

The Five Foundations

The one-on-one meeting is the ideal time to explore the remaining foundations. Delivering feedback, identifying individual strengths, setting goals, and creating growth plans are all part of effective one-on-one meetings.





PART FIVE

Your Employee Has Unique Strengths

Recognize them, understand them, use them.

What if, without even knowing someone, you had a cheat sheet of their personality highlights? Leadership development would suddenly become a lot easier, right? As a leader, it's critical to understand that one size does not fit all when coaching each of your team members. Knowing how each individual communicates, prefers to work, and naturally learns is vital to building trust and engagement.

How do I find them?

Personality assessments give you a peek into the strengths and weaknesses of individuals in your organization. Using multiple assessments can help to paint a multi-faceted picture of your team members.

The Enneagram measures how people connect, react to, and perceive the world. The DiSC measures behavioral tendencies and preferences. The Myers-Briggs assessment identifies areas of strength based on a person's use of perception and judgment. StrengthsFinder and Working Genius highlight lists of strengths that each individual has.

Why should I use them?

Research from Gallup has found that people who use their strengths every day are three times more likely to report having an excellent quality of life. They are six times more likely to be engaged at work. They feel 8% more productive and 15% less likely to quit their jobs.

In addition, knowing the strengths and personalities of people in your organization can help you to be purposeful when creating teams. When people feel that they are doing the right job, they develop enthusiasm and contentment.

The Five Foundations

Feedback is a critical tool in determining areas where your contributions and strengths are felt most on your team. Goals and growth plans can be created to target and develop your strengths.



PART SIX

Give Consistent Feedback

It needs to be given frequently and constructively.

Feedback is one of the most critical catalysts to growth and change. As such, it's essential that feedback is a foundational part of your culture and a starting place for every interaction - whether it's one-on-one meetings, onboarding, team meetings, or staff meetings. Repeat the importance and value of feedback so your people take it with them as a core part of how they do their jobs.

What does effective feedback look like?

Effective feedback is specific, timely, and balanced. Providing this kind of feedback helps team members to identify what they are doing well and how they can improve, giving them the chance to act before the opportunity for improvement has passed.

Feedback should be a two-way street. When team members have an opportunity for input, you can learn about areas where they felt supported or where they are struggling.

Why is feedback important?

Team members who receive effective feedback are more engaged in their work. Research [performed by Zippia](#) found that 99% of employees are actively engaged in their work when they receive positive feedback.

A culture of continuous feedback creates space for every staff person to have a voice. [Forbes](#) has found that employees who feel their voice is heard are 4.6 times more likely to feel empowered to perform their best work.

The Five Foundations

One-on-one meetings are the best venue for delivering timely, consistent feedback. As team members receive feedback, they begin to identify their own strengths which can be used to develop relevant growth plans and goals.



PART SEVEN

Goals Provide Clarity

Documenting them is essential.

Goal setting is a powerful skill that directly relates to success. Habitual goal-achievers are a small minority, making up roughly 8% of people, according to numerous studies.

One helpful benefit of goals is that they're flexible. Goals can be big or small, and they can be short-term or long-term. You can set goals based on a specific project or event, and you can set goals based on the mission of your organization. The biggest aspect to remember about goals is that they serve as a measure of success.

Why set goals?

When goal setting is done well, it rallies entire teams to achieve a common dream. It leads to better outcomes, higher engagement, and stronger trust between teams. A two-year investigation into which practices make organizations irresistible revealed that employee engagement is closely tied to the presence of simple, "clearly defined goals that are written down and shared freely." [The Deloitte Insights study](#) also notes that "goals create alignment, clarity, and job satisfaction," which contributes to employee productivity and commitment to the mission.

The Five Foundations

High-performing teams work towards a common goal. They utilize their individual strengths in pursuit of those goals. During one-on-one meetings, team members receive feedback to help them make adjustments as they work towards the team or organizational goals.



PART EIGHT

Create A Plan For Growth

Personalize it to maximize it.

Developing and retaining key talent is crucial to the success of your organization. The workplace has changed, especially in the last year. According to numerous workplace studies over the years, like this one from HBR, today's employees expect more than just pay or title. They seek careers where they can learn, grow, be challenged, and be valued for the ideas they bring to the table. In fact, a study by LinkedIn found that 27% of Millennial and Gen Z workers have left jobs because they didn't have the opportunity to learn and grow.

What is a personal growth plan?

A personal growth plan focuses on the goals of individuals in your organization. It is an opportunity to explore their dreams and aspirations. Growth plans should have attainable and measurable goals that are broken down into actionable steps.

Why is personal development important?

Investing in the growth of your team members creates more engaged and committed employees. A [study by Clear Company](#) found that 94% of employees stay longer at a company that invests in their careers.

Research by [Zippia](#) found that 77% of businesses report a lack of potential leadership candidates. Taking the time to develop the people in your organization can help managers to identify the next generation of leaders.

The Five Foundations

Growth plans combine the purposefulness of goals with the individual strengths of team members. As you meet with team members each week, during one-on-one meetings, you can provide feedback as they work through the action steps of their personal growth plans.

PART NINE

The Transition From People Management to People Development

At Leadr, we believe in these five elements so much that we've made them of our Five Core Foundations and integrated them not just into our workplace but built them into our software too. Leadr's people development software makes it easy to set and track goals, share learning opportunities with your team, give and receive feedback, and understand your team on a deeper level. Want to see Leadr in action?

[Request a demo with our team.](#)

 WATCH NOW

**Want to go
more in-depth
with Leadr's 5
foundations?**

Check out this on-demand webinar diving into more practical applications. Watch with your team and discuss after for the ultimate impact.

Personalized Development Can Bridge The Gap Between Being A Great Employee And A Great Leader.



Your Guide To Building A Comprehensive Leadership Development Program walks you through the process of building a customized program at your organization that engages and grows team members at every level of your organization.

Enter your details below to download a free digital copy of the eBook.

We're often surprised when an employee is disengaged, yet we've failed by not giving them something to strive toward through their own development plan.

We get a lot of questions about how to develop people in a customized but scalable way, so we decided to create this eBook as a tool to help leaders like you implement your own programs within your organization.

This eBook contains

- A walk through how we here at Leadr created our internal leadership development program, LeadrU
- The necessary components of a successful and engaging leadership development program
- Templates and language to get you started building your own plan
- BONUS: A downloadable leadership development template to utilize at your organization

**Download
the E-Book**