

### WHY Build a High Performing team?

Because they will do **everything** at a high level.

### Vision for The High Performing Team

If better is **possible**, **good is no longer** an option.

### Goal: Make a Business or life positive **Impact/Effect**

- Meet or exceed goals of challenges
- High morals
- Great team work
- Great coloration – Best for:
  - High productivity
  - Being safe on the job
  - Great customer focus

### To Achieve This.....

- We need **people performing at their top potential** every day and every task
  - We need to **create an environment** where people can perform at their top potential every day and every task
  - We need **people who believe** this environment can be achieved
  - People who are **willing to do what it takes** to achieve and be a part of this environment

**We need Leaders** **willing to be** the **best leaders** they can be, to **create and sustain** the High Performing environment

- Leaders who are willing to
  - Make a better **You, Them, Me**

**We need Leaders** **willing to learn** the leadership attributes that **build** people, **connect** with people

Support the **culture** that builds people

Support the **expectations** that build people

### Leadership is a CRAFT

- It is **learned**
- Can be **improved**

## Leadership Principles:

### How we **treat people** matters

#### You must **like** people

- People know when you don't like them or are tolerating them

### You can't have **excellence** without **GREAT teamwork** (Lou Holtz)

- A valued, loved, happy, respected, engaged, appreciated, understood, careers supported without biases makes a **great team** member.

**We can't change people:** People change themselves if they are willing – we can help **influence** their change with good leadership attributes:

Note the change process:

- Change **attitude**
- Change **behavior**
- Change **performance**

All can be accomplished if the person is willing!

Note: The questions that team members have of their leaders (Lou Holtz)

- Are you **committed**?
- Can I **trust** you with my fate?
- Do you **care** about me as a person

**Start out right by believing.** Belief is one of the most powerful **leadership attributes!**

- Every person on the team must know this about you on day one
  - **Respect** you
  - **Trust** you
  - **Like** you
  - Think you're **special**
  - Think you're a **winner**

Say **positive** things that **build** team members up

- Challenge #1
  - You're a leader and you can make a difference

**Find people doing things right and praise them – IT'S MOTIVATING!!!**

**Don't have favorites at work**

- Treat **all** people well
- Help **all** to succeed
- Give **everyone** and opportunity to **shine**

**“Help people get what they want, they will help you get what you want.” – Lou Holtz**

**Do concrete things to help improve their work, family and career life:**

- Uniforms
- Facilities
- Tools & equipment
- Training – chiller, fire protection
- Work methods
- Work processes
- Project leads

**Get to know ALL team members personally**

- Not just those that share your interests and hobbies