

# DREAM TEAMS

The latest insights on dream teams from Google, NASA, SAS (Special Forces), New Zealand Rugby and more

## THE REALITY



Business complexity increasing



More diversity, dispersed, digital teams



Impact of the lone genius is decreasing

## TEAMS PROVIDE



Multiple perspectives lead to more creative solutions



Deep tribal connection and belonging



Shared workload

*But whilst team work is seen as a powerful value liberator, exceptional teams are rare. Ironically, this makes team work even more of a competitive advantage!*

## Rx THE SOLUTION

### 5C'S OF HIGH PERFORMING TEAMS

We create synergies that result in outcomes that far exceed that which a collection of individuals would achieve.



COLLABORATION



COMPOSITION

We are structured for success.

We derive energy and a sense of belonging from our work team, even in tough times.



COHESION



COMMUNICATION

We interact in a way that ensures shared understanding, alignment and problem-solving efforts.

PEOPLE FOCUS



CONSISTENCY

TASK FOCUS

We consistently operate in a way that builds performance momentum.

## UNIQUENESS OF THE 5 C'S DREAM TEAM'S APPROACH

### 80/20 PRINCIPLE

Really focussed, needs driven interventions based on the 5 C's proprietary survey feedback. We give teams what they need based on their unique context.

### ALIGNMENT & EMBEDDING

Learning happens within intact teams, so that there is a shared understanding and alignment. Genuine double loop learning is entrenched through teams being exposed to the latest team dynamics research and experiential application, with valuable debriefings on their performance. ROI is embedded through workplace observation and coaching.

### RESEARCH-CENTRED

Eclectic learnings from some of the most effective teams in the world, including Google, NASA, SAS Special Forces and All Blacks rugby team etc.



## PRINCIPLES THAT 5 C'S DREAM TEAM PROGRAMME IS BASED ON:

All high performing teams evolve through a sequential set of stages, and there are practical tools to assist in these transitions to the next stage. We often sabotage team momentum by ignoring these high-performance team dynamics. *These stages are:*

*composition* (forming stage),  
*communication* (storming stage),  
*cohesion* (norming stage),  
*collaboration* (performing stage) &  
*consistency* (sustaining performance).

Progression through these stages is not however linear. Each stage follows an S-curve. Even seemingly positive characteristics like cohesion, when over-developed can lead to negative outcomes like "a band of brothers" within organisations. Knowing the signs and remedies allows you to avoid the "dark side" and move into the next stage of development.

Effective team development requires first a focus on the task components and then a pivot to the people focus.

## TARGET AUDIENCE

Intact teams. They can be new teams, teams in distress or key teams wanting to excel e.g. Exco's, virtual teams, new project teams.

The intervention can also form part of a leadership development programme (but we prefer to run them with intact teams).

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*Coming together is a beginning.  
Keeping together is progress.  
Working together is success.*

- Henry Ford -

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