



HIGH PERFORMANCE LEADERSHIP TEAM PROGRAM

THE 2-STEP JOURNEY TO YOUR HIGH PERFORMANCE

- 1 - TRANSFORM : assess & develop
- 2 - INTEGRATE : embed, renew & certify



HPLT™ HIGH PERFORMANCE LEADERSHIP TEAM

High Performance Leadership Team (HPLT)

Who is this program for?

We have developed the High Performance Leadership Team (HPLT) Program to support those Leadership Teams who are serious about getting the competitive edge & becoming world class.

- The HPLT Program is designed for inhouse Leadership Teams whether from the C-Suite, Regional, Country, Business Unit, or Functional areas.
- The Program caters to leaders who desire to build a strong team culture.
- We take into account that many leadership teams are multi-cultural with some members working remotely.

Why High Performance Leadership Teams?

Real sustainable success comes from harnessing the collective talent of the team to synergistically create superior results.

- Leaders & organizations understand that they need to go beyond individual talent. Team talent & synergy ultimately will provide the competitive advantage.
- As a HPLT, you can sustain high performance & standards in face of people turnover
- The team will strengthen & perpetuate a winning culture
- Engagement & satisfaction



“If a team is not highly motivated and having fun, it's probably not a High Performance Team.”

Our clients say...



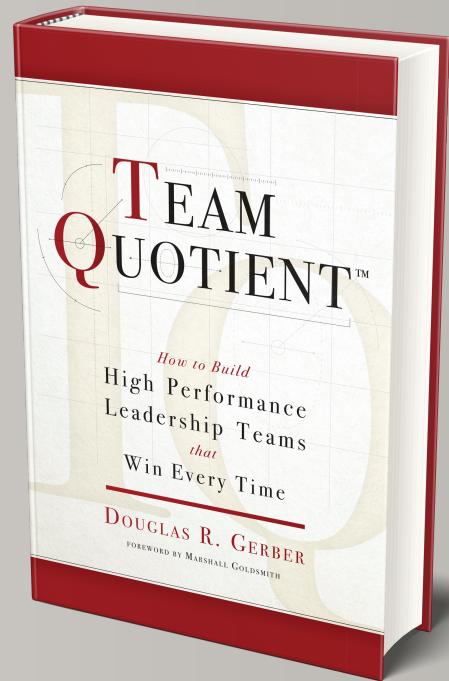
“The feedback I received from my team has been very positive, Douglas Gerber and Focus One set up the spark to create a new sense of team spirit and values.”



Chris Riley, Managing Director Ogilvy One

High Performance Leadership Team

The HPLT program is based on research from over 100 teams of Fortune 500 companies as captured in the book; **"Team Quotient, How to Build High Performance Leadership Teams that Win Every Time"**, by Douglas Gerber; the operating manual for building High Performance Teams.



How does the program work?

Our HPLT program is a transformative team journey, which was developed and trademarked by Douglas Gerber. We will work with your leadership team over 1 to 3 years on a foundational or advanced program, including: interviewing team members, assessing the team through a TQ Healthcheck; facilitating an offsite program to transform team culture and focus on aligned areas; integrating back at the workplace; renewing the team through follow up offsite; certifying as a High Performance Leadership Team.

Why us?

We specialize in moving leadership teams to High Performance, with the experience and gravitas having worked with leadership teams for 15 years. We incorporate the flexibility to work with both local and multi-cultural leadership teams while taking into account both company and team culture.

Everything we do is created according to the special needs of our clients. Our bespoke programs deliver powerful outcomes for the team which will directly impact the organization. We work extensively with Multinational and local leadership team in many industries in Asia, Europe and North America.

What is your Team Quotient™?

Focus on the 8 Elements of High Performance Teams

We have innovated the concept of Team Quotient™, an online assessment to measure and track team progress, based on research from over 100 companies on the 8 elements of High Performance Teams or 'VIVRE FAT' below:

Vision (and/or Mission, Purpose)

High Performance Teams know where they are going and have a keen sense of direction. The Team Vision syncs with the overall company vision yet is distinct to the team. The Vision is a motivating factor that propels the team forward. It allows team members to set clear goals, and targets and measures success.

Identity

High Performance Teams identify with the team and are proud of it. Identity places the team first and knows that team effort is a key to overall success. The sense of being part of something much bigger drives team members to go the extra mile. They believe what they are doing has meaning and creates value.

Values

High Performance Teams know what is important to them. They have defined how they want to show up, interact, and be together. Values are not just words on the wall. They are emotive and are packed with meaning. Team Values drive behavior, and all team members are expected to live the team's Values. These Values are synced with company values yet they are specific to the needs of the team.

Results

High Performance Teams drive for consistent Results. They are clear about what Results they are committed to and realize that a 'Results focus' needs to be linked to defining team success. They review and measure Results frequently, and understand that "What gets measured gets done.". All team members feel an obligation to deliver their part of the equation and help others do the same.

Effective

High Performance Teams know that they need more than a maniacal Results focus. They need to master the drivers and processes that will create the results. They have clearly established processes for key aspects of the business and interactions. Being Effective means implementing best practice team meetings in which decisions are made on truly important issues..

What is your Team Quotient™?

Focus on the 8 Elements of High Performance Teams

Fun

High Performance Teams know that sustained motivation comes from loving what you do. Team members enjoy being together and interacting in all ways. They also celebrate successes frequently. If a team is not highly motivated and having Fun, it's probably not a High Performance Team. That's because the drive required to perform Effectively can readily be accessed through the power of emotion, which is generated from the energy of interacting with the team.

Aligned

High Performance Teams are aligned on what to do and how to do it. They quickly resolve conflicts and move forward.. Alignment is half the success of an initiative. Once people are aligned, execution is smoother. Conversely, when you don't have alignment, you will have a manifold increase in obstacles.

Trust

High Performance Teams realize that trust is an essential ingredient. They communicate openly and with transparency. They believe in a feedback culture, actively giving and seeking feedback. To do this effectively, building relationships and earning trust is a priority. Team members have each other's backs. When I survey my clients, they say, "Trust is the hardest element to build, but it also makes the most powerful impact."

"Trust is the hardest of all elements to build; it can also make the most powerful impact."



High Performance Leadership Team

A comprehensive guide to moving your team from where it is now to high performance. Whether your team is currently dysfunctional or is already effective, TQ – Team Quotient will provide you with a clear and actionable roadmap to make it the best that it can be



The 2-Step Team Journey to High Performance

TRANSFORM

We work closely with your team throughout this bespoke process to create a High Performance Leadership Team (HPLT).

STEP 1: FOUNDATIONAL

ASSESS

Interviews & Assessments - 1-3 months

Build team and individual awareness and insights into team dynamics:

1. Leadership team interviews
2. TQ HealthCheck
3. Gap analysis

DEVELOP

Leadership Team Offsite - 1-2 days offsite

Develop team culture with a strong, bonded Leadership Team:

1. Vision, purpose, values
2. Relationships and trust
3. Alignment and collaboration
4. Team identity
5. Team effectiveness
6. Fun and camaraderie

STEP 2: ADVANCED

EMBED

Integrating into Work - 6-12 months

Integrate throughout the team and continue the momentum with appropriate milestones:

1. Make team initiatives operational
2. Communication throughout team
3. Coaching to ensure success
4. Reviewing and correcting

RENEW

Leadership Team Sessions - Review & Skill Enhancement - 1-2 days offsite

Reconnect as a team to renew commitments, energy and focus:

1. Review & prescribe
2. Renew commitments
3. Strengthen competencies
4. Celebrate and strengthen

CERTIFY

As High Performance - Leadership Team (HPLT) - 3-4 months

Assess the team & recommend future directions. Certify as High Performance Leadership Team:

1. TQ HealthCheck
2. Diagnose
3. Recommended future needs
4. Certify

INTEGRATE

Foundational Program USD 10,000 – 20,000 | Advanced Program USD 15,000 – 30,000

Including interviews, HealthChecks, program design, offsite facilitation, materials, certification

Leadership Team Offsite Sample

Day 1

Objective | Module

Deepen
Relationships

Objectives &
Framework

Camaraderie

Issue Resolution

Vision

Energizing

Trust

Morning

Build energy & deepen relationships

Getting to know each other in a fun, relaxing way

Agenda & aspiration

Review and align on the day.

What does High Performance look like and what is possible?

TQ Health Check - Current and Desired State of Team

Debrief interviews and align TQ HealthCheck results

Align where we want to go as a team

Fun, bonding & interaction

Identify / resolve issues & challenges with team ; Scope out & align

Afternoon

Review Team & business Vision

Enhance and breakdown vision and direction.

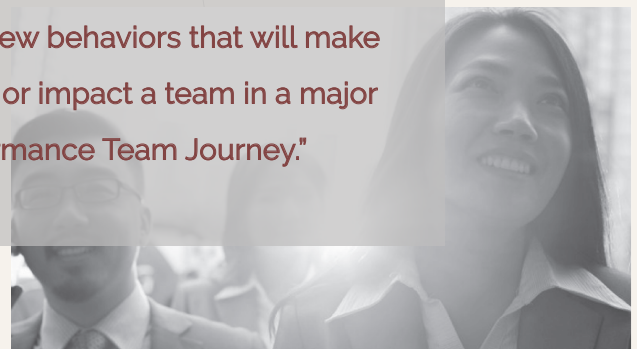
What does success look like for team?

Create energy and positivity

Feedback and Trust Building

Feedback exercise to deepen trust, appreciation and awareness of how to contribute to team

"Our task is to change team habits and create new behaviors that will make a profound impact. As long as you lead a team or impact a team in a major way, you can implement the 2-Step High Performance Team Journey."



Develop Team Culture with Strong Bonded Leadership Teams

Day 2

Objective | Module

Morning

Identity

Identity building activity

Values & Behaviors

Align Team Values & Behaviors

Determining what's important to the team and expected behaviors;
Activity to identify collaboration areas and experience its power how we show up for each other and hold each other accountable

Collaboration

Move beyond individual silos to collaboration

Activity to identify collaboration areas and experience its power

Afternoon

Effectiveness

How to work in meetings

Effective ways to work in meetings and other venues of communication

Integration

Action plans and ongoing rituals

How to integrate into the entire team.

Team Charter

Key elements to document and communicate

Commitments

Key Takeaways ; Individual Commitments to the team

Individual Team member commitments to the team

Celebration & Commitments

Individual Team member commitments to the team Celebration Team celebration

SAMPLE FOUNDATIONAL OFFSITE: Final is customised based on team needs

Our clients say...

"Douglas deepened my management expertise. His knowledge of Asia was commendable. Douglas provided an innovative framework which can be applied across all management disciplines. A valuable experience that would well serve others in a global, constantly changing company."

Bloomberg

Roger Lew
Sales Head, Bloomberg



“Leaders are only as good as the teams they build.”

Douglas Gerber

Author, CEO of Focus One

Creator, Team Quotient™ (TQ)
Leadership Team Coach
Professional Certified Coach
IAF Certified Professional Facilitator



Douglas R. Gerber is Founder and CEO of Focus One, a consulting firm that helps leaders create High Performance Teams. After 23 years as a corporate executive, he developed a reputation for building successful teams. Later, as a consultant, he has personally worked with leaders from over 70 companies to develop their own winning Teams.

Drawing from his own extensive background and 10 years of research, Douglas innovated the concept of “Team Quotient” (TQ). He is a thought leader in the area of team transformation.

The former Vice President of PepsiCo Greater China, Douglas is an IAF (International Association of Facilitators) Certified Professional Facilitator, and an ICF (International Coach Federation) Professional Certified Coach. He earned a Masters degree in International Management from Thunderbird School of Global Management, and is a graduate of the Penn State Executive Program. Douglas has lived in 10 countries and speaks 8 languages.

About Focus One

Focus One Limited is a seasoned boutique training and management consultancy based in Central, Hong Kong, focusing on leadership team transformation, coaching and training since 2003. Our target clients are leadership teams of and multinational and companies in Hong Kong, China and Asia. We run programs on:

- Building High Performance Leadership Teams
- Leadership Facilitation on values, vision, mission and purpose
- Strategy Development and thinking and execution
- Executive Coaching & Mentoring - leadership/gravitas/balance/performance
- Building leadership skills through Development Centres and Training
- Conflict resolution and “tough people and team issues”
- Motivating and turning around teams to achieve peak performance

What Our Clients Say...



"The planning day facilitated by Focus One was a huge success. Ahead of the event, Douglas took time to clarify the precise objectives of the day and make sure all members of the leadership team were adequately prepped. The workshop remained focused with a mixture of light touch and firm facilitation (where required) with the result that everyone participated fully – a critical element in ensuring widespread buy in. The day culminated in a clear and concise set of key business objectives for the ensuing year which was, in due course, cascaded to all regional staff."

Ken McGowan

Regional Director Asia, Lloyds TSB Bank



"During "Good to Great" team leadership workshops Douglas provided some simple but effective ways to diagnose the team and bring the team performance to a high level. We then worked with Douglas on a teambuilding programme for a new project early this year. It was a highly interactive workshop and was well received by each and every one in the team. We started with understanding our values, to building trust and alignment, and finally developed a fully committed and collaborative road map for continuous implementation. Douglas is great and inspiring executive coach who provides insight and professional support throughout the coaching process. I enjoyed working with Douglas in this programme, and I would recommend him to anyone seeking an effective teambuilding advice or service."

Desmond Sze

Operations Manager, Leighton Asia



Douglas facilitated two workshops centered on improving the regional leadership team's overall performance. The program helped the team to build greater self-awareness around different management and communication styles. We developed a better understanding of each team member's operating preferences, strengths and blind spots. In turn, it helped the team to improve how to approach roadblocks, communicate, and build transparency and trust with each other and work more effectively toward the common goals of the group.

Jamie Gould, Vice President

Managing Director Asia Pacific, Office Depot



"Over the last year Douglas skillfully and effectively facilitated two workshops for my leadership team with the goal to develop a mission purpose and identity statement for my organization within Roche. I am impressed by Douglas's ability to quickly understand our needs and the resulting work done, which nicely straddled the space between being comfortable and pushing the boundaries of the team. Douglas's deep understanding of Western and Chinese culture was apparent and I believe instrumental in the success of our workshops. I look forward to continuing to work with Douglas."

Malte Schutz, VP & Site Head Product
Development Shanghai at Roche



Our Clients



Be among our clients who have significantly improved team performance and dramatically increased organisation value.

Schedule a meeting with our consultant today!

Contact info@focus-1.com

