



Most Leadership Teams Can Be More Effective

Help Shape Your Team To Be High Performing

Modern leaders are reporting up to a 50% increase in team-related tasks (Ibid, 2016); however, a team's ability to understand and leverage the best practices for team effectiveness are often lacking.

-Burke (et al, 2006).

Our model for team effectiveness is derived from a decade's worth of research on high performing teams and our own experiences of coaching leadership teams in a myriad of industries over the last 20 years.

We refer to our framework as the "Five P's" of team effectiveness



Learn More or Get Started at pilgrimpro.com/assessments



High performing teams are critical for long-term organizational success. A strong team can create outcomes and reach goals more efficiently and with greater impact than individuals working in isolation. But what really creates a strong team?

This assessment was designed to help leaders and team members discuss, align, and improve team performance by looking at five key focus areas for high performing teams—Purpose, People, Process, Productivity, and Performance.



PURPOSE

Effective teams have a clear understanding of what they are trying to accomplish, where to focus and how to achieve their goals. A team that understands the expectations of its stakeholders and has clear alignment on strategy is poised for success.



PEOPLE

A team's success is always tied to having the right people in the right roles. In addition, team cohesion, trust, and a sense of psychological safety among members is absolutely critical to maximizing the team's performance and morale.



PROCESS

Teams with excellent process have established norms, methods, and structures to ensure success. Effective process builds a continuous improvement culture within the team and ensures the engagement of all members.



PRODUCTIVITY

Teams that are highly productive are well organized and efficient. They prioritize well and create milestones for achievement. Productive team members understand their commitments and quickly execute.



PERFORMANCE

The highest performing teams create things together that couldn't be created independently. They track progress on goals, follow-through on commitments, and challenge each other to excel. Performance is about achieving goals, exceeding expectations, and rewarding team members for successes.

How it works:

1. Team members and any key stakeholders are identified and asked to anonymously provide feedback about their perceptions of the team's effectiveness across the "5 P" dimensions.
2. Team members and key stakeholders are provided a link to complete the online assessment through their computer or handheld device. The survey is quick and easy to complete usually taking less than 20 minutes.
3. Feedback results are then compiled, and a professional who is qualified assists in debriefing the results with the team.
4. The team then uses the feedback to adjust and guide its behaviors and approach to maximize their effectiveness and develop as a team.