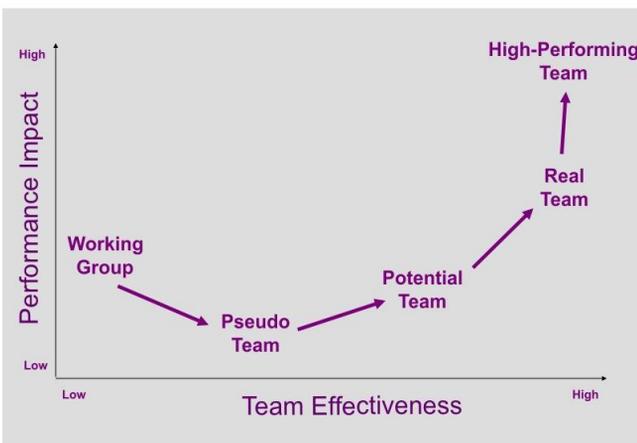


Dysfunctional Senior Management Team

In 2014 UK Learning & Development consultancy Neos Learning were asked to work with a 'Top Team' who 'on paper' were brilliant but their actual performance was poor. Using the High Performing Team evaluation, the team embarked on a transformation, the evidence of which was commented on by outsiders within just a few weeks.

NEOS Learning

For obvious reasons, the client will remain anonymous – but the Neos consultants were astounded at how rapidly this multinational group of high performing individuals transformed from a fragmented 'working group' which focussed mostly on the individual achievements in a competitive and 'win-lose' situation, to a 'real team' with many high performing



The process used:

1. The individuals in the team realised that their collective performance did not match their potential and requested assistance.
2. An EvaluationStore.com High Performing Team evaluation was set up and each member completed their assessment of the team.
3. Meeting together, the consolidated results were viewed and discussed.
4. Team members voted on which 3 of the 20 HPT criteria they should focus on first.
5. Plans were made to progress each of these 3 and SMT members made responsible for furthering these plans.
6. Within just a couple of weeks, others were commenting on the team's change.
7. 3 months later another HPT report was completed and progress was evident in almost ALL of the HPT criteria – not just the 3 which the group was focusing on.
8. At this point another vote of which HPT criteria to focus on was taken – 1 of the previous criteria and 2 new ones were chosen and worked on as before.