



BREAKTHROUGH RESULTS THROUGH COMMITTED TEAMS

A Process and Toolbox to Help Average Teams Become Top Performers

Effective teaming underpins many organizations' competitive strength. Teams bring together diverse ideas, talent and viewpoints to fuel innovation and effective responses to new competitive threats. High-performing teams also deliver out-sized performance results.

A new 3X3 framework and process, based on the insights generated by teamwork experts at top business schools, shows average teams how to become top performers. The approach illustrates how teams set aspirational goals, use new tools to stay on track, and periodically reflect to make needed adjustments.

Dr. Mario Moussa and Derek Newberry, authors of *Committed Teams* use vivid stories and practical exercises to help teams:

- Establish goals, roles and norms and hold members accountable to commitments
- Assess and improve team culture through structured conversation
- Apply methods to navigate and move beyond team conflict
- Identify actions and small steps that will lead to breakthrough performance

This Learning Sprint combines an evidence-based toolbox, new methods and practical exercises to help teams build communication, collaboration, and leadership skills that characterize High-Performing Teams and deliver breakthrough performance results within a year.

OUTCOMES

- Understand how the 3X3 framework guides High-Performing Teams to breakthrough performance levels
- Discover the value teams find in reflecting on how they will work together
- Learn why teams must make explicit rules to guide how they'll work together and make decisions

YOU WILL

- Set aspirational and inspiring team goals
- Use the 3X3 framework to establish accountability commitments and measures that will ensure progress toward goals
- Apply the "Stop", "Start" and "Continue" tool to restructure priorities and enable team success.

ABOUT THE EXPERT



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- *President, Moussa Consulting*
- *Adjunct Instructor, NYU and Educator, Duke Corporate Education*
- *Consultant, The Aresty Institute of Executive Education, The Wharton School*
- *Co-author, The Art of Woo: Using Strategic Persuasion to Sell Your Ideas, and Committed Teams: Three Steps to Inspiring Passion and Performance*



DEREK NEWBERRY

- *Management Consultant working with Fortune 500 companies on the human factors that drive organizational effectiveness*
- *Co-author, Committed Teams: Three Steps to Inspiring Passion and Performance*
- *Adjunct Professor, Organizational Dynamics and Anthropology, University of Pennsylvania*

SPRINT OUTLINE

DAY 1 THE 3X3 FRAMEWORK	DAY 2 GOALS AND ROLES	DAY 3 NORMS	DAY 4 CHECK ALIGNMENT	DAY 5 CLOSING THE SAYING-DO GAP
<ul style="list-style-type: none"> • How The 3 X 3 Framework Guides High-Performing Teams • Seven Common Mistakes Teams Make • Why HPTs Need Continuous Evaluation • Avoiding Groupthink and Common Biases 	<ul style="list-style-type: none"> • The Goal-setting Process • Structured Conversation • Using If/Then Thinking • Your Team Culture Assessment 	<ul style="list-style-type: none"> • Managing Conflict • Managing Communication • Managing Decision Making • The Beatles Story • Channels of Communication • Psychological Safety 	<ul style="list-style-type: none"> • Saying-Doing Gap • Become Your Own Outside Observer • Create the Space for Problem Solving • Overcome Challenges to Breakthrough Performance 	<ul style="list-style-type: none"> • Maintain Situational Awareness • HPT Act Like a STAR • The Start/Stop/Continue Chart • Alter Your Environment • Bring It All Together