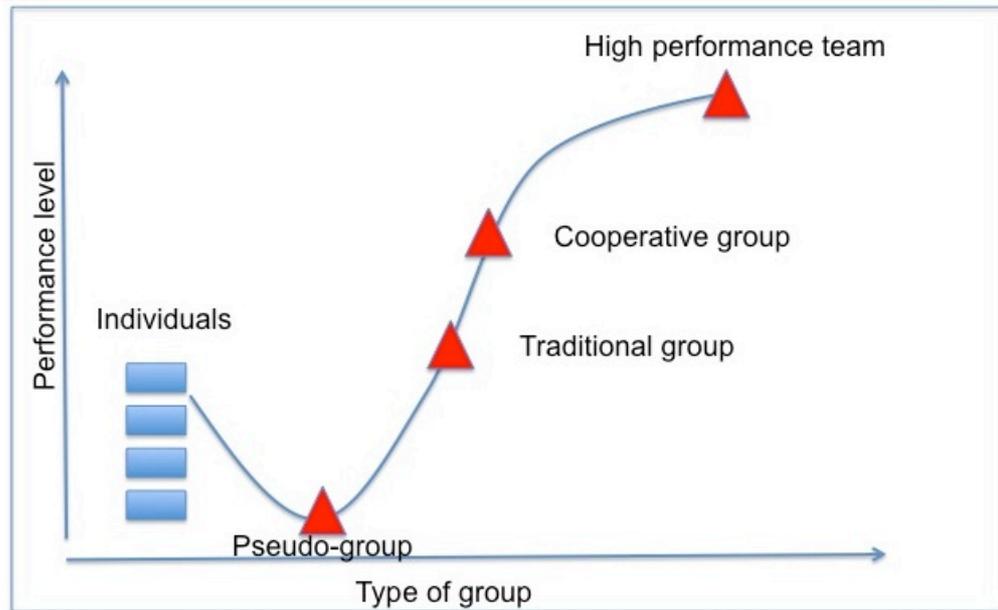




Dr. Iain McCormick

HIGH PERFORMANCE TEAM DEVELOPMENT

A programme to dramatically increase the performance of teams



For the last 30 years Dr. Iain McCormick has worked in New Zealand, Australia, the US and Asia building high performance teams. He brings a unique blend of professional and business experience. Since completing his PhD research on stress in the Antarctic, Iain has held senior HR and management roles with major consulting and accounting firms and has undertaken more than 5,000 coaching sessions

Iain can help build your high performance team, a small group with complementary skills who are committed to a common purpose, stretching performance goals, and being mutually accountable.

High performance teams learn:

1. Participative leadership – using a democratic leadership style that involves and engages team members
2. Effective decision-making – using a blend of rational and intuitive decision making methods, depending on the context
3. Open and clear communication – ensuring the team jointly constructs shared meaning and understanding

4. Diversity – valuing a range of experiences, backgrounds and viewpoints, leading to better decision making
5. Mutual trust – team members trusting each other and the team as a whole
6. Manage conflict – dealing with conflict openly and transparently while not allowing grudges to build up and destroy team morale
7. Clear goals – using SMART criteria; with each goal having personal resonance for team members, building commitment and engagement
8. Defined roles and responsibilities – each team member understands what they must do (and what they must not do)
9. Coordinative relationships – the bonds between the team members allow them to seamlessly coordinate their work
10. Positive atmosphere – an overall team culture that is open, transparent, positive, future-focused and able to deliver success.

The high performance team development process is highly engaging and motivating. Typically sessions are held four times a year over a two year period with a combination of individual executive coaching and a one day team development session.

The high performance team agenda is tailored to meet your specific needs and is often based on the High Performance Team Inventory.

Contact Dr Iain McCormick at the Executive Coaching Centre for more details: 09 575 4499 or

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