

Idearo

10 Top Tips for Creating high-performing teams



Top Tip 1: Diagnostic Deep Dive



Before you start anything, perform a team diagnostic that captures qualitative and quantitative data. This helps you understand the interventions needed and establishes a baseline for team performance. You can include 360 feedback, profiling tools like StrengthsFinder or create a bespoke diagnostic covering factors such as happiness, colleague turnover, and individual and team outcomes. Use this data to develop a targeted improvement plan with clear objectives and timelines.

Top Tip 2: Candid Conversations

Have 1:1s with your team members. Bring in a neutral party to maximize candour. Ask questions such as:

- What works well in the team?
- What needs do you have?
- What needs does the team have?
- What are the team dynamics?
- What is holding the team back?
- What would power the team forward?



Analyse feedback from these meetings to identify common themes and actionable items for team development.

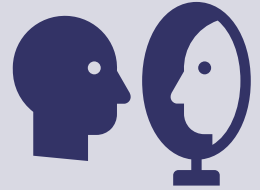
Top Tip 3: Balancing Needs



To support overall performance, balance the needs of individuals with the team collective. Create a development plan that aligns individual growth opportunities with team objectives.

Top Tip 4: Performance & Process

Using your diagnostics, review both the level of performance based on daily activities and how team members approach these activities. Help the team understand their internal dialogue by using reflective practices to assess both productivity and quality of work. Apply this insight to identify areas for improvement and support the team in aligning their actions with performance goals



Top Tip 5: Expert Integration

In terms of what the team does and fostering integration, consider bringing in an expert who can demonstrate best

practices and help bubble-up and address disruptions. This approach can help the team learn by absorption while identifying and resolving integration issues.



Top Tip 6: Inclusion Goals

Ensure everyone understands their role in building an inclusive workplace. Empower individuals to create personal goals that align with the broader DE&I objectives. Facilitate goal-setting by providing a DE&I toolkit and conducting workshops where employees can develop and track their individual DE&I goals.



Top Tip 7: Unconscious Bias

To increase awareness for DE&I, run scenario-based workshops and facilitate unconscious bias conversations. Embed learning through follow-up accountability sessions and measure effectiveness through pre- and post-training surveys.



Top Tip 8: Allyship

Run workshops to help people recognise their privilege and create a culture of action to increase allyship in the workplace.



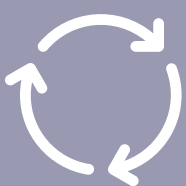
Top Tip 9: Review and Iterate

Create intentionality to help the team review and adapt what they do and how they do it. Establish quarterly reviews to assess team practices and make adjustments based on feedback and performance data.



Top Tip 9: Embrace Change

Recognise that integration and disruption are a natural part of team-working. Develop change management strategies that embrace both integration and disruption as part of the team development process



Ideara is a boutique coaching and training consultancy, founded on the premise modern leadership is grounded in authenticity, awareness, and focus

Ideara's founder, Vicky Pike, is an award-winning leader with 30 years of experience across the private, public, and third sectors. Her career spans retail, telecommunications, media, consultancy, technology, education, and non-profits.

Driven by a commitment to fostering modern, inclusive leadership, Vicky founded Ideara to support executives, leaders, teams, and groups maximise their impact to deliver lasting results.

Vicky Pike



Executive
Leadership Coach

Vicky's expertise in coaching is the cornerstone of her professional journey. Having worked with many senior and C-suite leaders, she qualified with the Institute of Leadership and Management (ILM) at the highest L7 level in Coaching and Mentoring. Her status as an EMCC accredited Senior Coach Practitioner, with over 500 coaching hours, is a testament to her proficiency.

Vicky is a relentless advocate for supporting diverse talent and has spearheaded numerous DE&I initiatives. She was also recognised in the Twenty Women in Data® awards.