

Building Blocks of a High-Performing Team



Objective: Today, we're taking time to explore what makes us thrive as a team.

By identifying what each of us values and needs, we can create a stronger foundation for working together, ensuring everyone feels supported and empowered to do their best work.

Outcome: By the end of this session, we'll have a shared understanding of how we can best support each other as a team, along with ideas for building even better connections and collaboration moving forward.

AGENDA

1. Wants and Needs Reflection (20 min): Team members color their responses.
2. Group Discussion (20 min): Discuss similarities, any surprises, and what each person found valuable in this response.
3. Commitments (20 min): Wrap up by setting actionable commitments to foster a supportive, high-performing environment.



- What I Need From You... To reach my biggest ambitions.
Request For: Leadership
- What I Need From You... When I'm stuck.
Request For: Training
- What I Need From You... When I'm feeling overwhelmed.
Request For: Encouragement
- What I Need From You... When I'm feeling lonely.
Request For: Listening
- What I Need From You... When I'm feeling stressed.
Request For: Support

Wants & Needs



Explore what makes us thrive as a team ensuring everyone feels supported and empowered to do their best work. Individually think about what you want and need to be successful in your role and for the team to be successful.

Prompts If you're struggling to think, how about thinking of these ones:

- Scrum events (e.g., what they need from stand-ups, retros, etc.)
- Leadership
- Stakeholders
- Process
- Communication and responsiveness
- Collaboration practices
- Respect and psychological safety



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Commitment Head Quarters



What can we commit to, which supports the team's goals. They then "build" these into the Hero Headquarters structure.

