

The DNA of High Performing Teams

The MEARIE Conference 2017

June 21-23, 2017

JW Marriott The Rosseau Muskoka

Presenter: **Gerald McGroarty**
Brandon Taylor Consulting

www.brandontaylorconsulting.com

Gerald McGroarty

- 25 years in media (broadcasting, publishing)
Producer, writer
Creative Director
General Manager
National Program Director
Publisher



BRANDON TAYLOR CONSULTING

- Leadership and Performance
Leadership training
Team effectiveness
Coaching
Psychometric profiling
Talent development



Today's Session...

- Introduce 2 performance concepts:
 - The Performance Equation
 - The Effort Grid
- Offer tips and strategies on implementing concepts
- Q&A

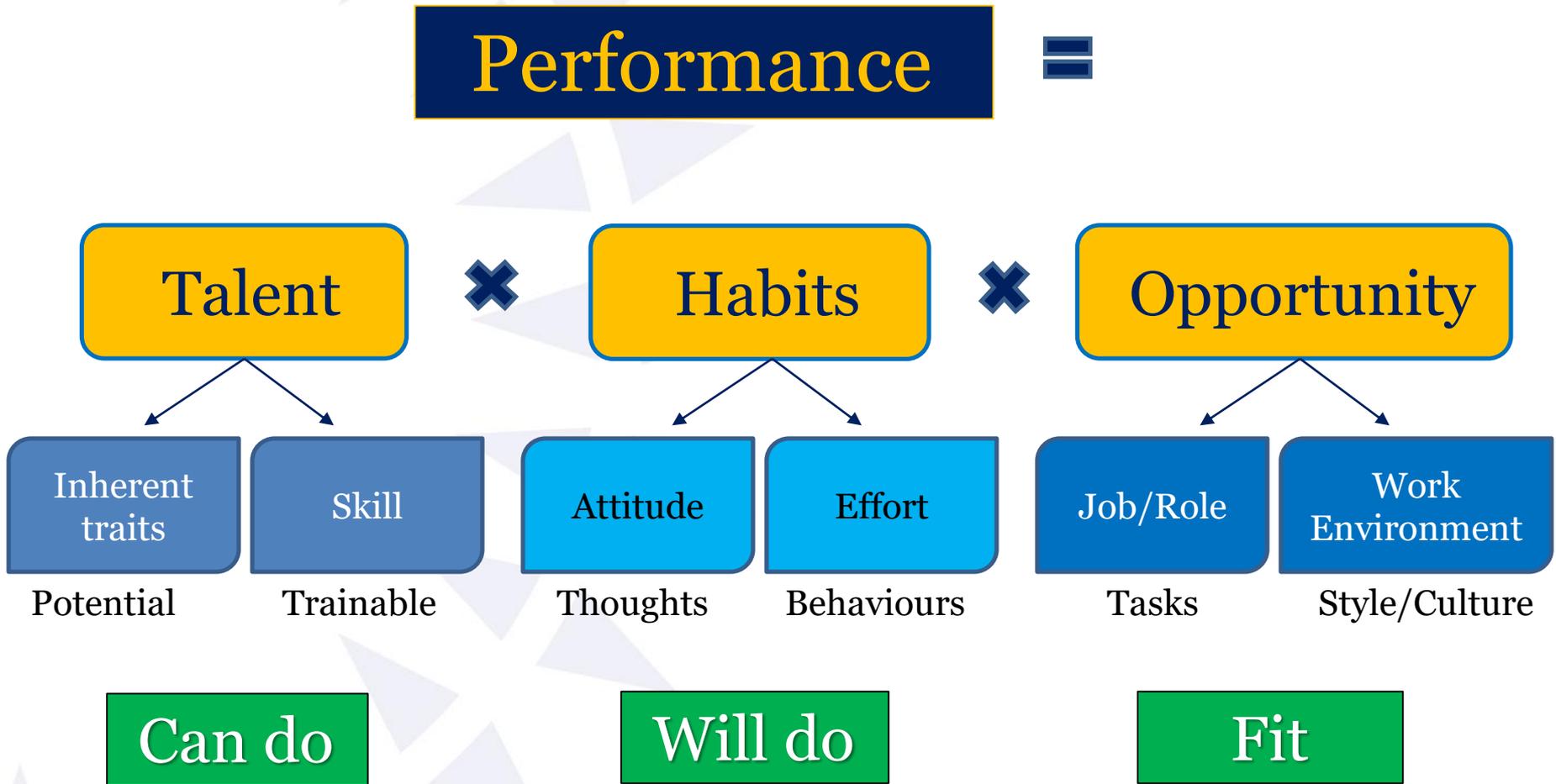
Some of these concepts and strategies may seem counter-intuitive. Feel free to question them.

Performance Concept #1

The Performance Equation

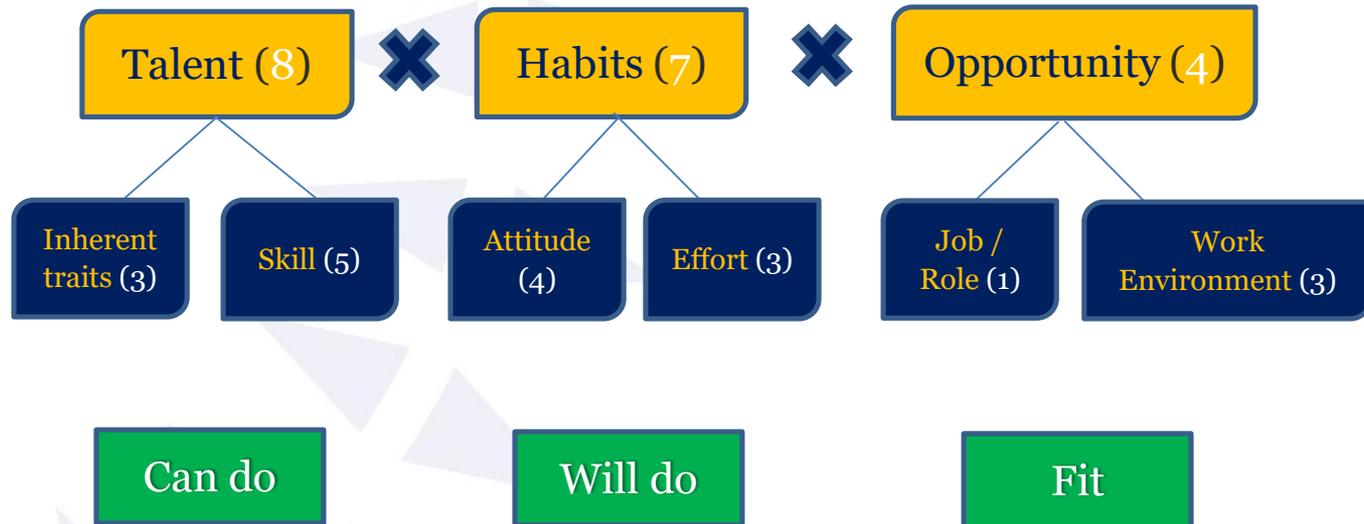
The Performance Equation

Dr. John Marshall, PhD./Bob McHardy,
Self Management Group



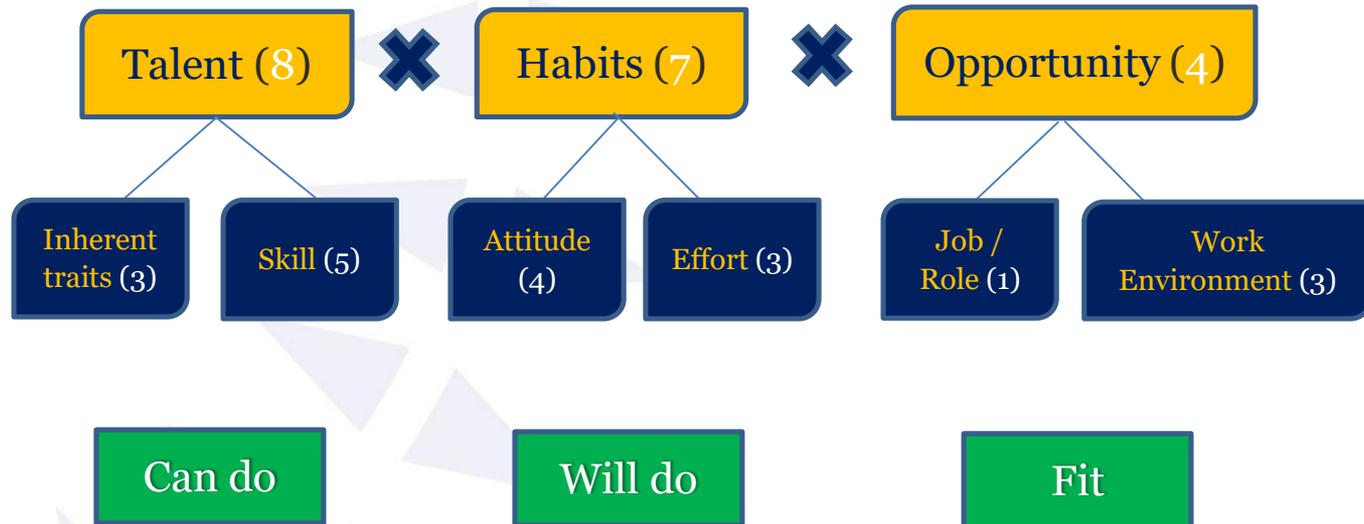
Performance Equation

$$\text{Performance} = 224$$



Performance Equation

$$\text{Performance} = 224$$



Performance Equation Strategies for the organization...

1. Modernize the screening and selection process.

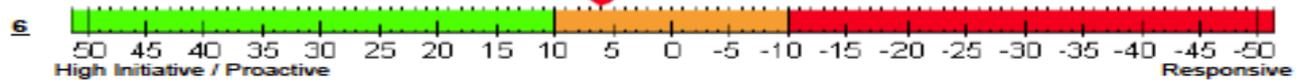
i.e. Create an online candidate survey that will assess a combination of: Education, Demographic, Experience, Qualifications and Customer Service orientation that is customized to **your** Skilled Trade or apprenticeship job requirements.

2. Leverage personality assessments / profiles

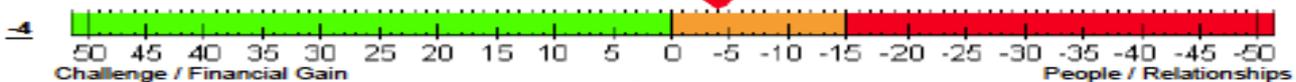
i.e. Create a talent analytic database for sourcing your future hiring requirements, succession planning, coaching or team composition.

Service Screen (skilled role)

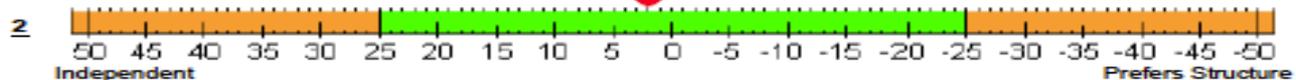
Enterprising Potential



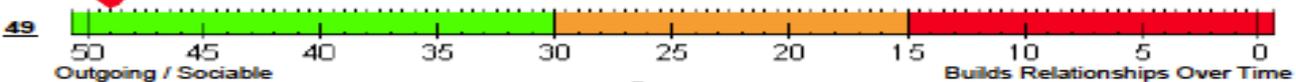
Achievement Potential



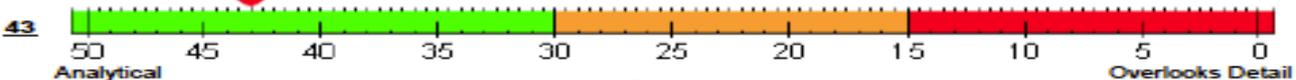
Independence Potential



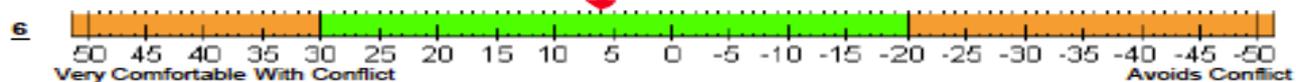
People Orientation



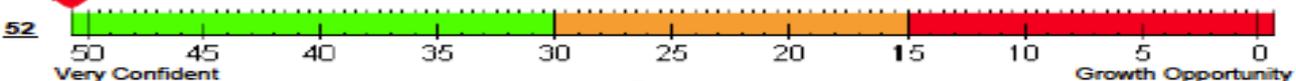
Analytical Orientation



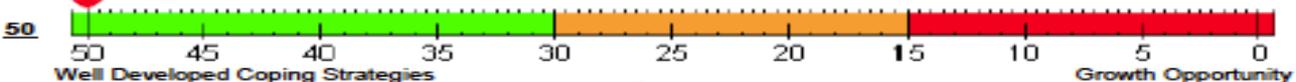
Comfort With Conflict



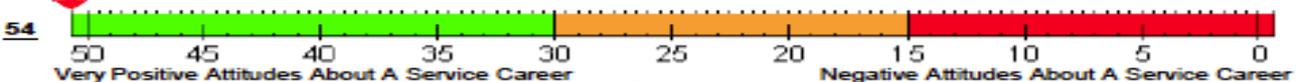
Self Confidence



Lifestyle Management



Attitudes About a Service Career

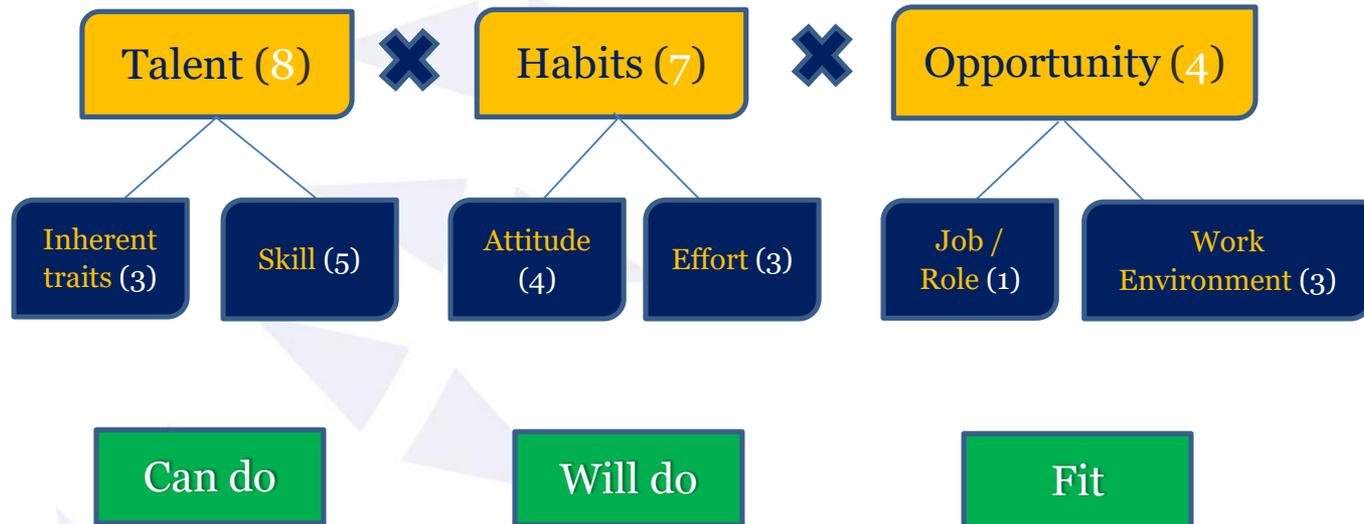


Reliability of Results (Honesty Scale)



Performance Equation

$$\text{Performance} = 224$$



Performance Equation Strategies for the organization...

3. Train employees in self-management (attitude & effort)

i.e. Provide training, online learning, courses and coaching in areas of self-awareness self-motivation, self-confidence, self-commitment, setting expectations, etc.

4. Train managers to coach – not coax

i.e. See next concept – The Effort Grid

No amount of skills training will boost performance if there is a lack of effort.

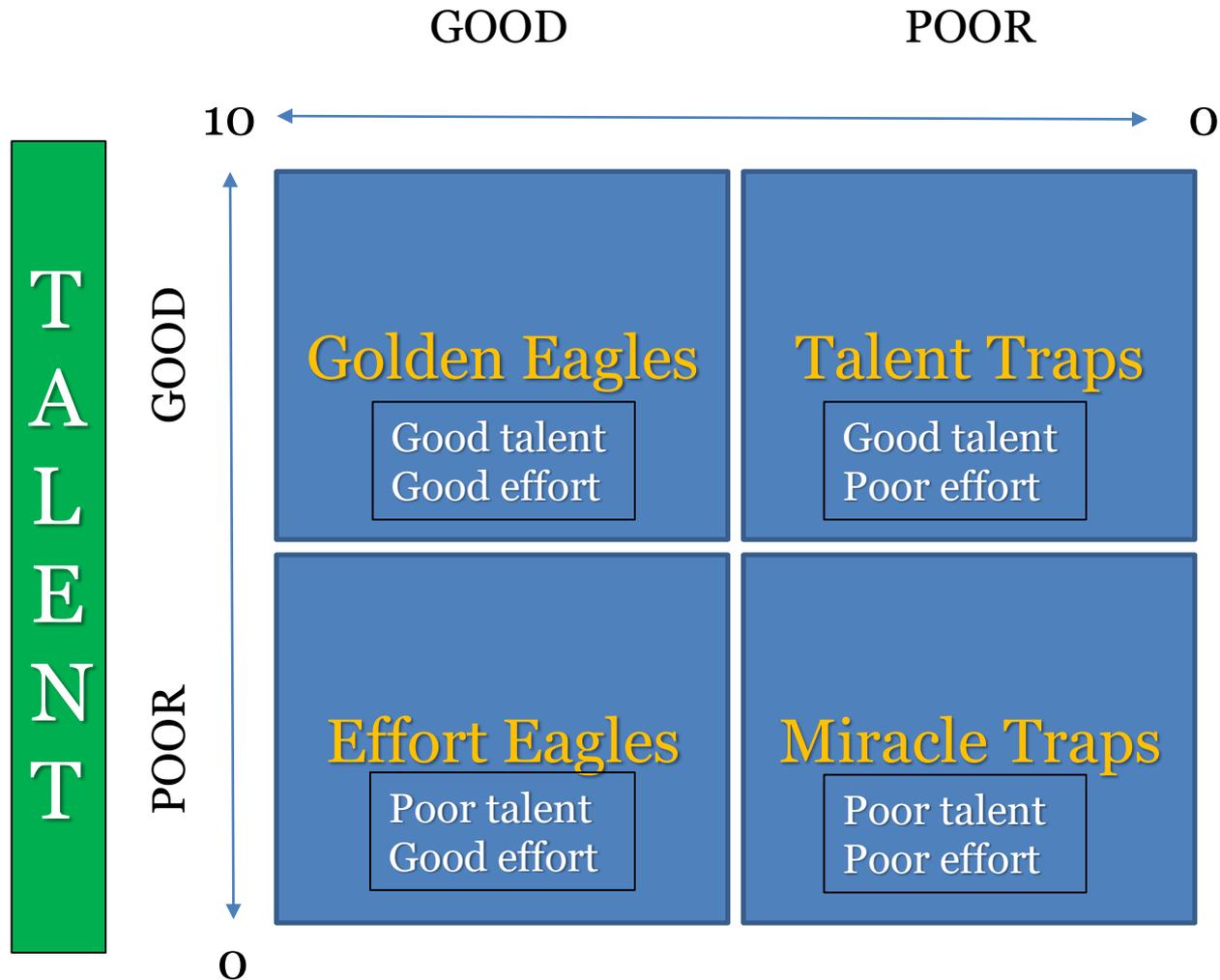
Performance Concept #2

Effort Grid

Effort Grid

Self Management Group

EFFORT



Effort Grid Strategies...

1. Identify which quadrant the employee falls in.
2. Have the employee identify where they believe they are in the grid.
3. Give your time and energy to Golden Eagles and Effort Eagles and less time with Talent Traps and Miracle Traps.
4. Manage effort, not results.
5. Select talent and build your teams around the Performance Equation and the Effort Grid.

There is only one way to get from objectives
to results - EFFORT.

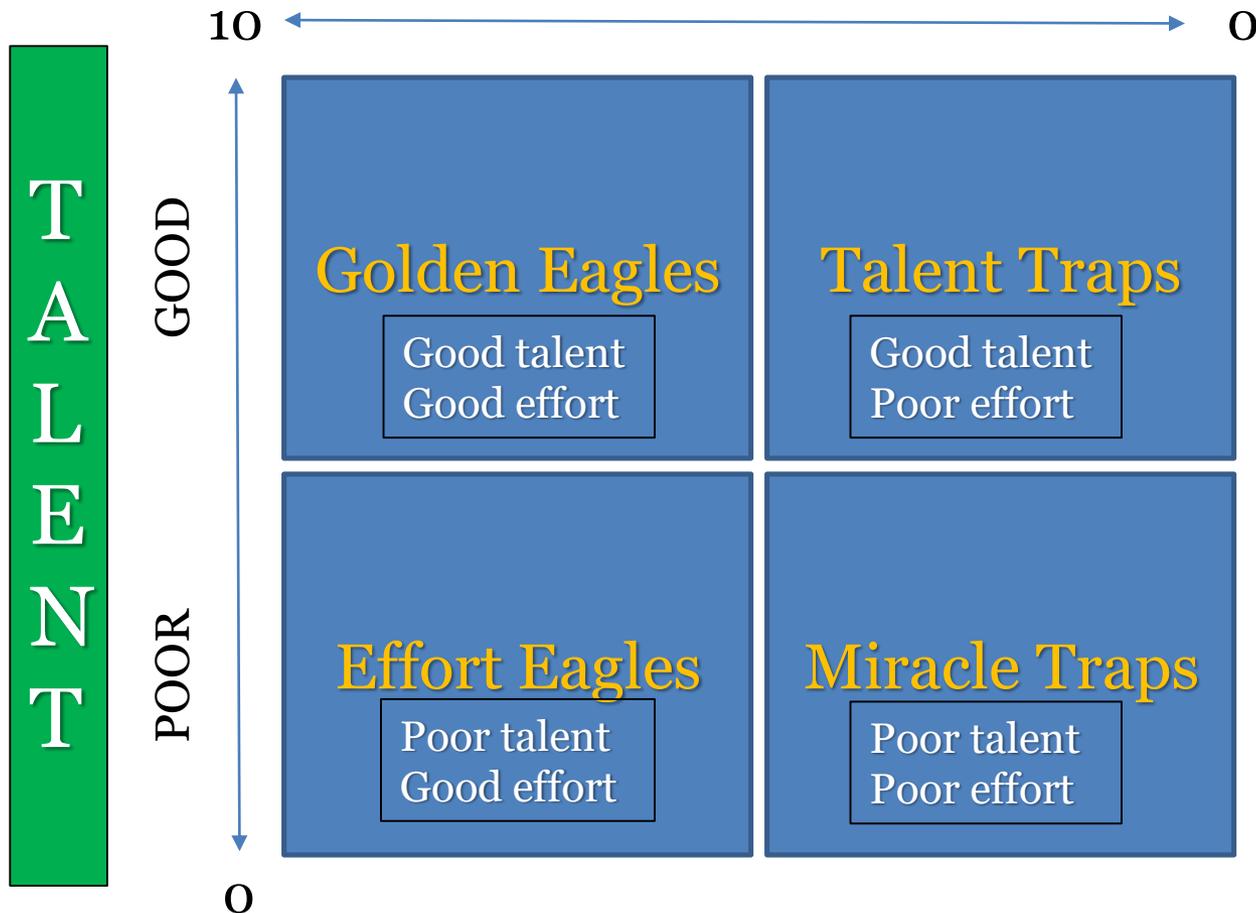
Effort Grid

Self Management Group

EFFORT

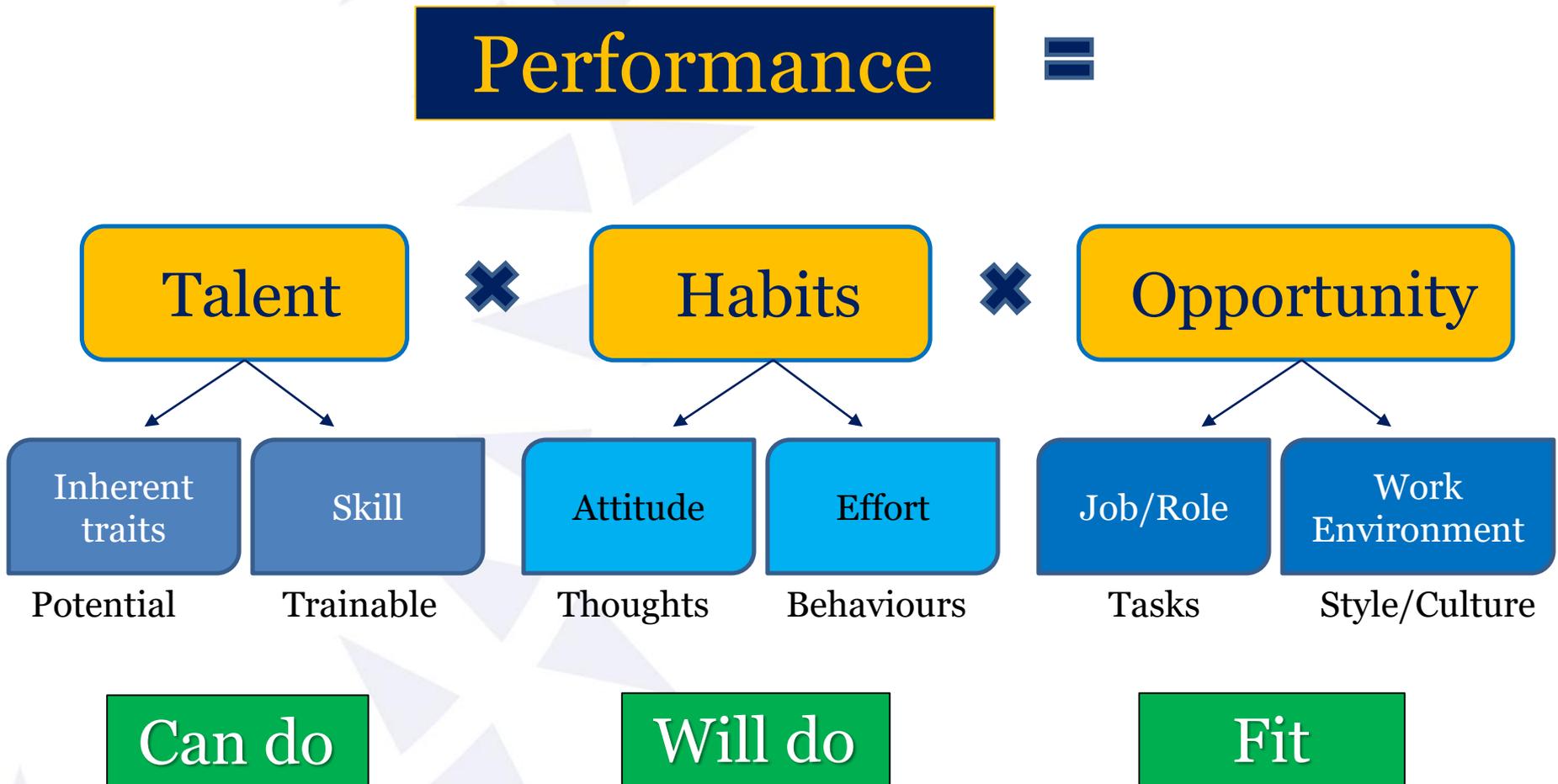
GOOD

POOR



The Performance Equation

Dr. John Marshall, PhD./Bob McHardy,
Self Management Group



The DNA of High Performing Teams

The MEARIE Conference 2017

June 21-23, 2017

JW Marriott The Rosseau Muskoka

Presenter: **Gerald McGroarty**
Brandon Taylor Consulting

www.brandontaylorconsulting.com