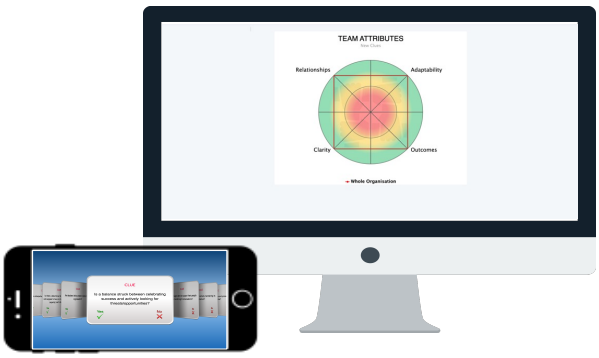
Tensense.ai

Introducing the High Performing Teams Lens

The High Performing Team (HPT) lens quickly and non-disruptively assesses a team's current ability to work cohesively together in its quest to function as a high performing team and deliver high performance.

HPT highlights what is working well within a team and which areas need some attention to help the team move forward. Used initially to benchmark performance and then at regular intervals throughout the year, the HPT lens helps leaders drive continual improvement within their teams.



"This is a game changing piece of software that enables us to think differently about how we improve performance in the business. The speed, accuracy and focus of it is exactly what we need right now."

Vodafone

The Model

Through the completion of focused clues, teams can, in minutes, gain an intelligent and rounded view of their team performance, based on the four common pillars, to build cohesive team performance.

The Four Pillars

Relationships

The trust and respect-based relationships needed to engage in productive conflict when required.

Clarity

Alignment behind a shared goal and the ability to communicate effectively in order to deliver the goal.

Results

Focus on achieving our team goal and awareness of where we are against it.

Continuous Improvement

Resilience in the face of setbacks, the ability and responsibility to overcome issues that arise, and a focus on doing things better.

On-going Measurements and Results

- A report is produced with recommended actions to improve performance and help the team to become a high performing team.
- Teams are encouraged to run high impact workshops to explore the results and get to the heart of issues affecting team cohesion, so that appropriate action can be identified to drive improved performance.
- Expertly facilitated sessions promote honest discussions. They hold team members accountable for their behaviours and, through regular evaluation and improvement, drive them towards high performance status.