



eliteteam™

Programme philosophy

How to get teams to perform is a key issue in the corporate arena. Often populated by talented individuals with a good deal of experience in their field so it can be a mystery why, when brought together as a team, the sum of the parts seems to be greater than the whole.

Harnessing individual talent and energy so that the team is coherent, self-sustaining, supportive, challenging and a powerful entity in its own right is vital. Projects and plans frequently need to be realised in an arena where timescales are tight, where several areas of expertise are required simultaneously, where circumstances will inevitably change and where individual and collective pressure can be intense. Only high performing teams can rise to the challenge.

The cost of failure is high. Collectively and individually blame is attached, objectives are not achieved, conflicts become personal and the team fails to meet one or more of its vital objectives. The organisation, the team members and the team sponsors all suffer and too frequently never recover. The K2 eliteteam™ programme builds on years of experience in working with high performing teams in both sporting and corporate arenas to deliver a team which is greater than the sum of its parts, however talented and able those parts are.

Building on many of the core components of our signature programme, the athlete at work™, the eliteteam™ takes high performance one step further and applies the very best research and practical experience to build a system and process so that great team performance can be delivered time and time again.

Creating clarity around the key components of elite team performance and supported by clear measurement at each stage, the team and its members grow in confidence, knowing what needs to be done and have the tools at their disposal with which to achieve their goals. No mumbo-jumbo, no latest fads, no fire walking or building rafts. Simply the key to building and maintaining a star team, supported by access to the best research and a highly simple yet effective framework for success.

In the world of elite sport, the importance of high performing teams has long been understood and the key concepts embraced. The nature of the elite sport means the question of high performance cannot be ignored. It is a raw performance arena, where the best teams deliver outstanding and memorable results and where world class communication, levels of trust, clear vision, shared sense of purpose and collective responsibility all stand out. – in many cases, effective teamwork is the very essence of sport. The same principles apply equally strongly in the corporate arena where teams must learn what it means to be a high performing unit and understand those behaviours that are vital for success.

The K2 eliteteam™ Programme delivers understanding and facilitates the internalisation of the core principles by each team member and the team itself. Following on from a powerful two day kick off clinic, intensive team and individual coaching takes place with one of K2's top coaches, all of whom have operated at the highest levels in tough performance arenas - sporting, corporate and





the arts.

The programme has been written and developed by a highly experienced team led by Keith Power, our Performance Director and top class coach who has worked with several elite teams and Dr. Chris Shambrook who is a well recognised source of expertise in this area, an extensively published author and who has coached champions at each of the last two Olympic Games.

The format of the programme is simple – it kicks off with a two day clinic where three things are achieved:

- An unrivalled understanding of the basic concepts of high performing teams
- Familiarity with a simple and powerful framework to ensure success
- An individual and team performance plan to achieve stated goals

Subject areas covered include:

- Performance and motivation
- What is a world class team?
- Core principles of an elite team
- Constructing an elite team
- Elite team roles, accountability and actions
- Bringing it all together

The clinic is then followed by coaching with one or more of K2's principle coaches, using the same model we have developed working with elite performers over the last 20 years. This is supported by a personal and team performance plan to ensure clear goals and measurable results. The coaching intervention typically lasts between three and twelve months.



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