

CASE STUDY: Moving from Good to Great

The chemistry behind high performing teams

The journey to team excellence

Senior leadership at a blue light organisation were performing well and continuing to exceed expectations despite many changes in the team. The group knew it was effective – but they didn't know why. To sustain their success, they wanted a better understanding of how they work together. Ultimately, they wanted to continue to grow – moving from a good to a great team.

Many teams that work well together can't say why. Without a clear understanding of the drivers of their success, they may not be able to sustain performance over time and risk losing momentum.

teamSalient® in practice

teamSalient® was used to evaluate and review the team's effectiveness against 146 different metrics. Team members completed its online survey and worked with an accredited coach to fully flesh out a picture of the team's structure, processes, and dynamics. This approach allowed both teams to benchmark themselves against others working in similar ecosystems. The client appreciated the insight they gained from a data-driven, granular analysis.

The outcome

teamSalient® was used to drill down into the team's day-to-day activities, revealing the working practices and core strengths behind its high-performance. This allowed the team to move from a generalised sense of 'this is how we normally do things' to a sophisticated framework that could sustain its high performance.

Client quote

"This has been incredibly validating and invaluable for the team".
Chief Superintendent.