

# Breakthrough Results Through Committed Teams

## A Process and Toolbox to Help Average Teams Become Top Performers

Effective teaming underpins many organizations' competitive strength. Teams bring together diverse ideas, talent and viewpoints to fuel innovation and effective responses to new competitive threats. High-performing teams also deliver outsized performance results.

A new 3X3 framework and process, based on the insights generated by teamwork experts at top business schools, shows average teams how to become top performers. The approach illustrates how teams set aspirational goals, use new tools to stay on track, and periodically reflect to make needed adjustments.

This course combines an evidence-based toolbox, new methods and practical exercises to help teams build communication, collaboration, and leadership skills that characterize High-Performing Teams and deliver breakthrough performance results within a year.

Developed in Partnership with



### Learners will:

- Set aspirational and inspiring team goals
- Use the 3 x 3 framework to establish accountability commitments and measures that will ensure progress toward goals
- Apply the “Stop”, “Start” and “Continue” tool to restructure priorities and enable team success

### Authors



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### Course Outline

**DAY 1**

**The 3x3 Framework**

- How The 3X3 Framework Guides High-Performing Teams
- Seven Common Mistakes Teams Make
- Why HPTs Need Continuous Evaluation
- Avoiding Groupthink and Common Biases

**DAY 2**

**Goals and Roles**

- The Goal-setting Process
- Structured Conversation
- Using If/Then Thinking Your Team
- Culture Assessment

**DAY 3**

**Norms**

- Managing Conflict
- Managing Communication
- Managing Decision-Making
- The Beatles Story
- Channels of Communication
- Psychological Safety

**DAY 4**

**Check Alignment**

- Saying-Doing Gap
- Become Your Own Outside Observer
- Create the Space for Problem Solving
- Overcome Challenges to Breakthrough Performance

**DAY 5**

**Interactive Capstone**

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.