Top Team Effectiveness How to build high performing teams at the top?

Why is it important?

The majority of today's ExCo's operate as a collection of individuals, each concerned with their respective functions / business units, instead of as a 'real team' that is aligned around a shared purpose. This puts their organisations at a distinct disadvantage as the complex challenges and opportunities of today's businesses can only be met through an enterprise-wide perspective and approach. Arguably, one of the greatest impacts a CEO can have on their organisation is to organise, develop, and lead a high performing Top Team.

When is it most valuable?



New CEO



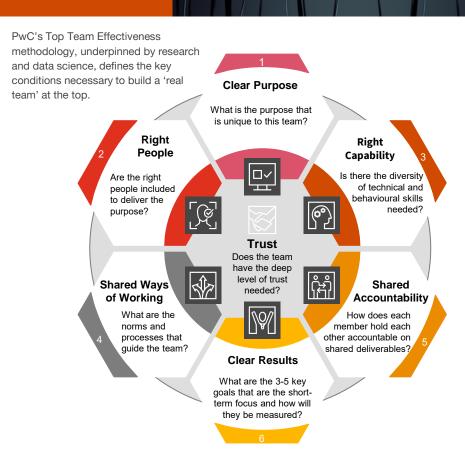
New Organisational Vision / Strategy



Big changes to the ExCo makeup



Embarking on a transformation journey



CEO ExCo Agenda



Strategy

Is the team clear and aligned around the purpose and strategy?



Execution

Are the executives working together to implement the strategy enterprise-wide?



Leadership

Is the team role modelling leadership from the top?



Commitment

Do the executives prioritise both the team's success and their own?

Working Session 2

strengthen commitment,

2 day Top Team retreat to

shared accountabilities and

confirm ways of working, evolve

define team goals / objectives.

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How we can help?

PwC's proven approach quides CEOs and their ExCo's through a highly-customised process that addresses their unique context and organisational needs.

Although developing into a high-performing team takes time, this approach enables Top Teams to quickly build a strong foundation. By getting the 7 conditions in place. Top Teams can focus on their strategic priorities and the work they need to do together to drive enterprise-wide performance.

Are you looking to build a high performing Top Team? Let's chat.



Andrew Lopianowski Director 44 (0)7872 194 945 andrew.lopianowski@pwc.com

CEO Purpose

Establishing the CEO's requirement of the Top Team and expectations of how it should be organised and led.

ExCo Observation

Sitting in and observing typical ExCo meetings.

Executive Discovery Sessions

Month 1

1-1 discussions to understand team process, dynamics and impact.

Working Session 1

2 day Top Team retreat to affirm purpose, build connections, define accountabilities, and agree shared norms and wavs of working.

ExCo Observation

Sitting in and observing

typical ExCo meetings.

Month 4

Month 3

Debriefing insights and supporting CEO decision-making and prep for Working Session 1

CEO Guidance

Month 2 ·

Coaching Session 1

Targeted 1-1 coaching exploring individual development in alignment with the Top Team iourney.

Coaching Session 2

As the Top Team is evolving, exploring how each Executive is bringing value and contributing to the team's growth.

Coaching Session 3

With the Top Team now working more effectively, taking individual ownership for the team's collective performance.

