

Programme Overview

HIGH PERFORMANCE TEAM (HPT) COACHING



*Developing senior teams that
consistently deliver breakthrough
results, together, faster*



HIGH PERFORMANCE TEAM (HPT) COACHING

High Performance Team (HPT) Coaching is the Oxford Leadership™ approach to developing teams, which consistently delivers breakthrough results. Based on our extensive experience with many of the world's top senior management teams, HPT Coaching takes a strategic approach to the optimisation of talent, team functioning and development.



Oxford Leadership
HPT Coaching Model

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High Performance Team 6 Point Coaching Plan

1. Compelling Purpose

What is the reason for the team? Define why the team exists. Align ambitions and intentions.

2. Coherent Goal & Strategy

What is the team's plan-to-win? Focus on a goal that everyone recognises. Develop a strategy to win that everyone understands.

3. Clear Decision Rights:

How does the team make decisions? What is the process for decision-making? What are the roles and responsibilities of individual team members?

4. Team Operating Processes

How does the team function? How are team meetings conducted? What are the conversations that only this team can have?

5. Team Relationships

How does the team talk? What are the defining values of the team? What core principles guide team behaviour?

6. Method and Means Of Communication

How do team members communicate? What is the communications 'code of conduct' in team meetings? What communication occurs between meetings?

“Trust, Respect, Loyalty and Communication are the 4 foundations of a High Performance Team”

Brian Bacon
CEO, Oxford Leadership



We coach Senior Teams by working with them on their actual, mission-critical business issues.

TEAM PROFILING AND ASSESSMENTS

Our coaches are accredited by one or more of the internationally recognised coaching federations and are trained in the most advanced assessment tools and diagnostics, including:

- LSI 1 & 2, Human Synergistic
- LI, Human Synergistics
- DISC
- TetraMap
- MBTI
- Belbin
- Skillscope & Benchmarks
- ILS & OCS (Hay Group)
- Hogan
- Kolb Learning Style
- FIRO-B
- Leadership Versatility Index (LVI)
- Benchmarks 360
- Drexler

For further information:
Go to www.oxfordleadership.com
or contact Global Headquarters

Oxford Leadership™ is a global leadership consultancy specialising in the people and cultural side of organisational transformation in very large enterprises.

We have over 215 partners, consultants and coaches in 28 countries throughout Europe, Latin America, Asia and the Middle East.

We are C-suite consultants and facilitators, coaches and mentors.

We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

Our leadership development programmes have over 300,000 executive alumni. Our programmes have been part of the core curriculum in many of the world's most prestigious corporate universities.

Our methodologies are based on experience gained from supporting more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

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