

INNOVATIVE GROWTH COACHING

JOHN HOPKINS

Energize Inspired Teams

Inspired Teams are the most vital assets of the company!



Since managers are the “game changers” for sustained strategy execution, it certainly makes sense to give them the best resources possible, right? Better tools and better learning systems result in better people doing better work. Makes complete sense. How can we be most intentional and follow through in making these investments? Here’s how.

Some employees work individually. Some work in groups. Either way, people work in some sort of teams whether remotely or physically together. Positions must be played well and backed up, especially in hybrid and remote environments. The perennial reminder still applies, “there is no ‘I’ in team.” We need to be aware of and tolerant in respecting the differences we all bring to the table. What if we could respect these differences in others, coach them in ways that honor them as individuals, and yet better synergize them on teams? And what if by doing so, we all become individually and collectively more *resourceful, resilient, and energized*? Leaders and managers want to develop the most effective teams to execute on business top priorities. At the same time, we recognize work is getting done much differently today and going forward. We need *Inspired Teams* more than ever before. An *Inspired Team* knows exactly where to excel, and how each member can uniquely contribute. It enjoys a camaraderie filled with trust and a general feeling of “we got this!”

WHAT are Inspired Teams

While our customers, clients, and patrons are the “highest priority” external company assets, our *Inspired Teams* are the “most vital” internal company assets. Products and services are designed by our most innovative people. What we do well that shapes our brand happens because of our most passionate people. Compelling customer experiences are achieved by our most creative and resourceful people. The ability to compete and grow in the marketplace is directly impacted by how self-motivated, inspired, and industrious our teams are in fulfilling their responsibilities. If managers are the “game changers” in the organization, *Inspired Teams* are the “difference makers.”

WHY are Inspired Teams essential and valuable?

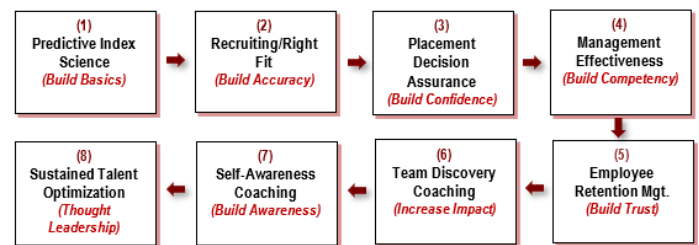
Given the never ending, dramatic intersection of things due to pandemic impact, political polarization, economic and employment unpredictability, diversity, equity & inclusion progress, and environmental instability—leaders & managers must frequently examine not when, but why and how these factors will materially alter the way strategy deploys and how work gets done. Business is not about hitting a “reset button” because we

cannot reset what is no longer there or reset what needs to be done much differently. Business is now about a “*Reordering Process*” vs. the stereotypical “new order.” This requires identifying the people who either are or can be the difference makers of *Inspired Teams* best equipped to tackle this ongoing *Reordering Process*.

So then, why are *Inspired Teams* essential and valuable? Simple. Growth, talent, and business results breakthroughs cannot happen without *Inspired Teams* and their cohesive execution breakthroughs. We need to be reminded, everything still is done by people, with people and for people. This won’t ever change. The way we work **IS** changing and will continue to change dramatically. With fewer people doing more, *Inspired Teams* are more critical than ever. Only the right people with the right fit can do the right things to drive up the net worth of the company. As a result, developing and supporting the right, difference making *Inspired Teams* is extremely essential and valuable.

HOW do Inspired Teams get and stay energized?

Business unit managers constantly assess who will have the greatest impact in executing their top priorities. With *Predictive Index@ Talent Optimization™*, leaders and managers can have access to a one-of-a-kind, virtual collaboration software and data analytics platform to help with these assessments. Predictive Index Talent Optimization is not a one-time thing, but an all the time thing. This requires a quality assurance “best practices approach” called *The Inspired Teams Playbook™*. This Playbook is the team performance energizer that helps managers build united *Inspired Teams* to succeed together, even when they are apart. *The Inspired Teams Playbook* ensures *activation, reinforcement, and sustainability* of Talent Optimization throughout the year. The Playbook is phased in by managers across the business units starting with the highest impact business units first. These are the Reinforcement Tracks of *The Inspired Teams Playbook*:



With *The Inspired Teams Playbook*, leaders, managers, and employees for the first time can apply these company-wide highly collaborative teamwork “best practices” remotely and onsite. They easily ignite team unification that fosters pride, cohesiveness, harmony, and enhanced performance based on the precision of scientifically validated, natural behavior insights. Every company can substantially “up its game” across the board in all aspects of talent optimization including candidate *Recruiting*, existing employee “*Right Fit*”, *Management Effectiveness*, *Self-Awareness Coaching*, employee engagement and *Employee Retention Management*. And the *Team Discovery* feature spells out individual and collective team member strengths, preferred workstyles, and potential blind spots for continuous improvement and better results. This is an unmatched and sustainable business/people strategy execution delivery platform.

WHO needs to ensure success of the Inspired Teams?

1. *The Executive Team* – the tone must be set (and sustained) at the top about the strategic impact of *Inspired Teams*. A MUST!
2. *The Management Team* – who have responsibility for coaching the best and brightest contributors to the business units’ success.

3. *Talent Optimizers* - selected high-potential employees that are trained in The Predictive Index Talent Optimization platform.
4. *The Inspired Team Members* – who have “fire in the belly” to self-coach themselves in successful execution of business priorities.

WHEN should the Inspired Teams be energized?

This is a very important question to answer...DAILY! It is even more important to consistently apply the answer. As leaders and managers, we need to recognize how difficult it is for our employees (and ourselves) to stay focused every day. We struggle with the recurring “tyranny of the urgent” and the “Reordering Process” that is now underway...AND here to stay! Both result in the erosion of critical thinking skills. Executive and management teams need a teamwork best practices methodology that provides ongoing coaching and self-coaching to much more mindful performance. *The Inspired Teams Playbook* must be practiced within and across the business units throughout the year. The best athletes and musicians in the world need to remain at the top of their field with regular practice. This is the way we must ensure; *Inspired Teams are the most vital assets of the company*. Managers and Talent Optimizers can act as inspiring coaches with the help of the Predictive Index Talent Optimization insights and tools and *The Inspired Teams Playbook*. This coalition is the catalyst for **energized inspired teams!**

Bottom Line:

“Inspired Teams result in better co-workers, for better work, for a better world.”

