



# TEAM BETTER TOGETHER

“It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and rare.”

Patrick Lencioni

## Why teams matter

Teams are the predominant unit of organisational performance. Any meaningful and impactful outcome can be achieved only through teamwork. A culture of teamwork is an organisation’s most sustainable competitive advantage. Given teams are so powerful, why is teamwork still rare? Why do most teams consistently perform at less than the sum of their parts for more of the time?

To answer these questions and unlock the power of teams, let’s distinguish between a ‘floundering’ and a ‘flourishing’ leadership team.

## Flounder or Flourish – it is a choice

A floundering team is typically a collection of individuals who compete and independently contribute to misaligned objectives.

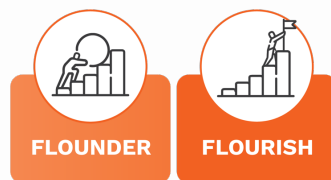
Competitive teams that flounder, can get-by in contexts where complexity is low, and the objectives are straightforward. However, they become less and less effective as the environment becomes more complex and the objectives become more challenging.

Collaborative teams, flourish as they operate from a unifying purpose – they serve a cause greater than themselves. They adopt agreed ways-of-working, which they consistently apply whether teaming together and apart. Above all, they hold themselves and each other accountable to collective performance goals they can only achieve by working interdependently.

Collaborative teams develop a culture of their own. They visualise a shared future, motivate and learn with and from each other. They translate both their victories and their failures into inputs for learning and continuous improvement.

Collaborative teams develop a culture based on humility, hard work, excellence, and learning. As each member develops unique, specialised skills, they increase the team’s inventory of competitive advantages. They reinvent themselves and the way they work - adapting to and generating new possibilities.

Does your team operate at its capacity? Does it feel like the team is functional but rarely flourishes? What would be possible if the team flourished for more of the time?



	FLOUNDER	FLOURISH
Know their stakeholders' expectations	X	✓
Aligned to a common purpose and values	X	✓
Adhere to agreed ways of working	X	✓
Orientated to collaborate together	X	✓
Value learning with and from one another	X	✓
Accountable to common collective goals	X	✓
Operates as a ...	Group	Team

# The 5 Disciplines of high performing teams

Bernard's 5 Disciplines framework enables organisations to embed a culture of team-work as their most sustainable advantage adopt to enable their leadership teams to constantly operate "above the line". The 5 Disciplines of the framework are:

1. **DISCOVER:** For teams to discover their mandate and establish what stakeholders require from them.
2. **DECLARE:** For teams to declare their unifying purpose and why they exist.
3. **DESIGN:** For teams to design their culture and their agreed ways of working and how to engage together.
4. **DELIVER:** For teams to deliver better results by securing greater cooperation and commitment to achieve their collective goals.
5. **DEVELOP:** For teams to continuously learn and evolve, together.

Embedding the 5 Disciplines enables leadership teams to operate at more than the sum of their parts and access their collective capacity and capability to achieve the greatest things possible.



## What the Team Better Together Program includes:

### ANALYSIS PHASE

To align and quantify the team members' understanding of what success looks like as a high performing team.

### TEAM WORKSHOPS

Facilitated team workshops to embed each of the 5 Disciplines of a high performing team

### PEER ACTION LEARNING

To build a learning culture by supporting each other to apply the collective learnings

### EXECUTIVE COACHING

To support and enable the team's leader to facilitate lasting positive behavioural change

### IN-TEAM COACHING

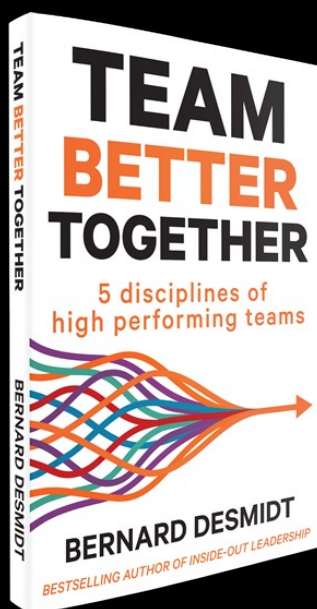
To support the team by facilitating learning, in real time, on real matters

### RETURN-ON-LEARNING-EXPERIENCE (ROLE)

A post program re-assessment of the shift in each of the 5 Disciplines of a high performing team



As an accomplished coach, trainer, facilitator, speaker and author, Bernard works with leaders and leadership teams to unlock the power in teams and access the collective capacity and capability to achieve the greatest things possible.



## What clients have to say about the Team Better Together Program...

“I credit Bernard with helping us transform our business from a “good” company to a “great” company – he has helped us to understand where we are as a leadership team and what we need to do to take us from a functional team to a flourishing leadership team.”

**Diego Ascani – CEO Sedgwick Australia**

“Bernard has helped us mould a newly formed, first-class, group of individuals into a seamless leadership team, collectively accountable for decision-making and speedier cross functional working in a high growth business.”

**Jane McNally – CEO Camilla**

“Bernard has helped us, as the leadership team, to understand and commit to teaming better together – Bernard helped us create a safe space to discuss the undiscussables through developing a culture of openness and trust with a clear team purpose and values.”

**Karen McGoldrick – VP and MD Invisalign Australia**

“The challenge for us was that we were a team of individuals. Bernard has helped us to adapt our approach to achieve as a team to reach the next level of results.”

**Toby Long – GM NSW Residential – Mirvac**

To discover more about the Team Better Together Program,  
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