



## Creating and Supporting High Performing IT Leadership Teams

*“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare. A friend of mine...best expressed the power of teamwork when he told me, “If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, in any time.”*

-- Patrick Lencioni,

author of *The Five Dysfunctions of a Team*

IT teams face some of the most challenging projects within an organization. These challenges can, at times, undermine their ability to function at peak performance. Pressures from the business coupled with constantly changing technology, technology requirements, and IT organization structures can put unexpected pressure on the IT leadership team. High performing teams are able to weather these pressures, to produce outstanding outcomes, and to keep their relationships between members working at very high levels. Can your IT leadership team operate at this level?

A high performing IT team needs a leader who understands how to both lead and manage the team, a set of processes for guiding the team, a common language for the team to use to keep itself on track, and a group of team-members who are motivated, skilled, and focused on making the team successful. Building a high performing IT team takes more than just a few team-building exercises. It takes a coach and an experienced advisor and facilitator to both teach the team about what a high-performing team looks like and to help individuals become the best team members they can be.

KP Partners provides services to both create and support high performing IT teams. We can arrange events that include content and fun, team-building activities. We can coach team leaders on ways that will lead to successful team experiences. We can provide services to the team on an ongoing basis that guide a team through a particularly difficult period. In short, we can help make your IT Leadership team a high performing team.

**The Process:** This service is customized for your leadership team needs. KP Partners has designed and delivered one-day workshops, 3-day offsite, 6-month or longer executive education programs. We have coached leaders and team members through a series of individual meetings. We work with your executive team and HR lead to create a program that addresses the specific issues faced by your team. Our experienced team includes former academics, consultants and CIOs who have been in the seat and who understand what it takes to create high performing IT teams. KP Partners builds custom programs using well-accepted and popular approaches. Past engagements have included topics such as:

- Five Dysfunctions of a Team (building on Patrick Lencioni’s work)
- Leadership Isn’t About You (building on Marshall Goldsmith’s work)
- Crucial Conversations and Crucial Confrontations (building on VitalSmart’s work)
- What Leaders Really Do (building on John Kotter’s work)

The result is a cohort of senior leaders who operate as a high performing team. Our differentiator is our deep experience with CIOs and IT teams. Using models and case studies combined with group discussions and exercises, your team will learn useful frameworks and apply them directly to their own challenges. You will see a measurable difference in their efficiency and effectiveness as they increase their ability to work as a high performing team.