

PHUSE US Connect 2023

Building and Managing High Performing Teams

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Building teams

“You know, making a product is hard but making a team that can continually make products is even harder. The product I’m most proud of is Apple and the team I built at Apple”

—Steve Jobs

define a high-performance statistical programming team

1

Agility

2

Motivation

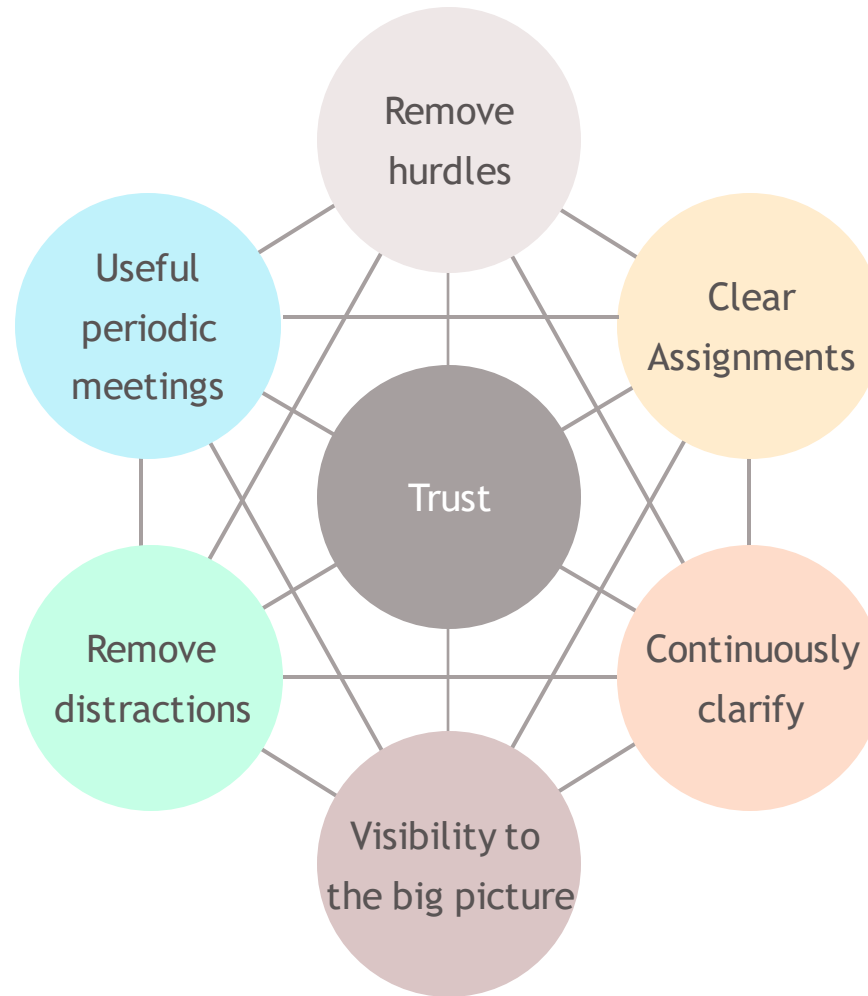
3

Collaboration

4

Diversity

Leader's job - Create this environment



ChatGPT - building and managing high performing teams

Building and managing high performance teams requires a combination of leadership skills, effective communication, and a deep understanding of the individuals on your team. Here are some tips to help you create a high-performance team.

- **Define the team's purpose:** Make sure everyone on the team understands the purpose of the team and how their individual roles contribute to the team's success.
- **Hire the right people:** Hire people who not only have the right skills but also fit with the team's culture and values. Look for individuals who are motivated, collaborative, and have a positive attitude.
- **Communicate effectively:** Make sure that communication is open and transparent. Encourage team members to share their ideas and opinions, and make sure everyone is heard.
- **Set clear goals:** Set clear, achievable goals that are aligned with the team's purpose. Break the goals down into smaller, more manageable tasks and track progress regularly.
- **Develop trust:** Trust is essential for building high-performance teams. Encourage open and honest communication and hold team members accountable for their commitments.
- **Provide feedback:** Regular feedback is essential for improving team performance. Be specific about what is working well and where there is room for improvement.
- **Encourage learning and development:** Provide opportunities for team members to develop new skills and knowledge. Encourage a culture of continuous learning.
- **Celebrate successes:** Celebrate the team's successes and recognize the contributions of individual team members. This helps to build a positive team culture and reinforces the team's purpose.

Purpose

Define the team's purpose.

- Make sure everyone on the team understand the purpose of the team.
- How their individual roles contribute to the team's success.

Keep things simple.

Hiring

Hire the right people.

- Have the right skills and experience.
- Fit the culture and values of the team.
- Collaborative, motivated and have a positive attitude.
- Demonstrate a strong work ethic.

Hire people who are motivated to do a good job.

Communication

Communicate effectively.

- Communication is open and transparent.
- Encourage team members to share ideas and opinions.
- Make sure everyone is heard.
- Work together to solve problems and achieve goals.

Be present.
No ego.
No politics.

Goals

Set clear goals.

- Set clear and achievable goals that are aligned with the team's purpose.
- Break the goals to smaller more manageable tasks.
- Track progress regularly.
- Make sure everyone is on the same page.

Focus on what needs to be accomplished.

Trust

Develop trust.

- Trust is essential.
- Encourage, open and honest communication.
- Hold team members accountable for their commitments.

Be transparent.

Feedback

Provide feedback.

- Regular feedback is essential for improving team performance.
- Be specific about what is working well and where there is room for improvement.

Focus on people's strengths.

Learning and Development

Encourage learning and development.

- Provide opportunities for team members to develop new skills and knowledge.
- Encourage a culture of continuous learning.

Anticipate the learning needs of the team.

Celebrate

Celebrate successes.

- Celebrate team's successes and recognize the contributions of individual team members.
- This helps to build a positive team culture and reinforces the team's purpose.

**Pause and celebrate
after a big milestone.**

My personal recommendations

- Keep teams small.
- Assign work that is best suited for each one on the team.
- Reward them generously, treat them as prized possessions.
- Be vulnerable with your team.
- Encourage self governance.
- Give great latitude and autonomy to do the work.
- Take calculated risks.
- Act in the best interest of the company.
- Gossip.

Conclusion

“Great things in business are never done by one person, they are done by a team of people”

—Steve Jobs

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