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# Results-Based Teams

*The RBL Group's Approach to creating high-performing teams that deliver results for stakeholders.*

# Teams are key to high performance & stakeholder impact

*In today's organizations, most critical work gets done through teams. Yet many organizations still struggle with ineffective and low-performing teams.*



Far too often, teams are created without a solid value proposition with specific and meaningful results that justifies their existence.



Team members are often reluctant to put the interests of the organization above their personal interests. It is always easier to deal with own agenda and make individual decisions.



Trust in other team members can be limited. It is never easy to reveal individual weaknesses and be vulnerable and open with each other.

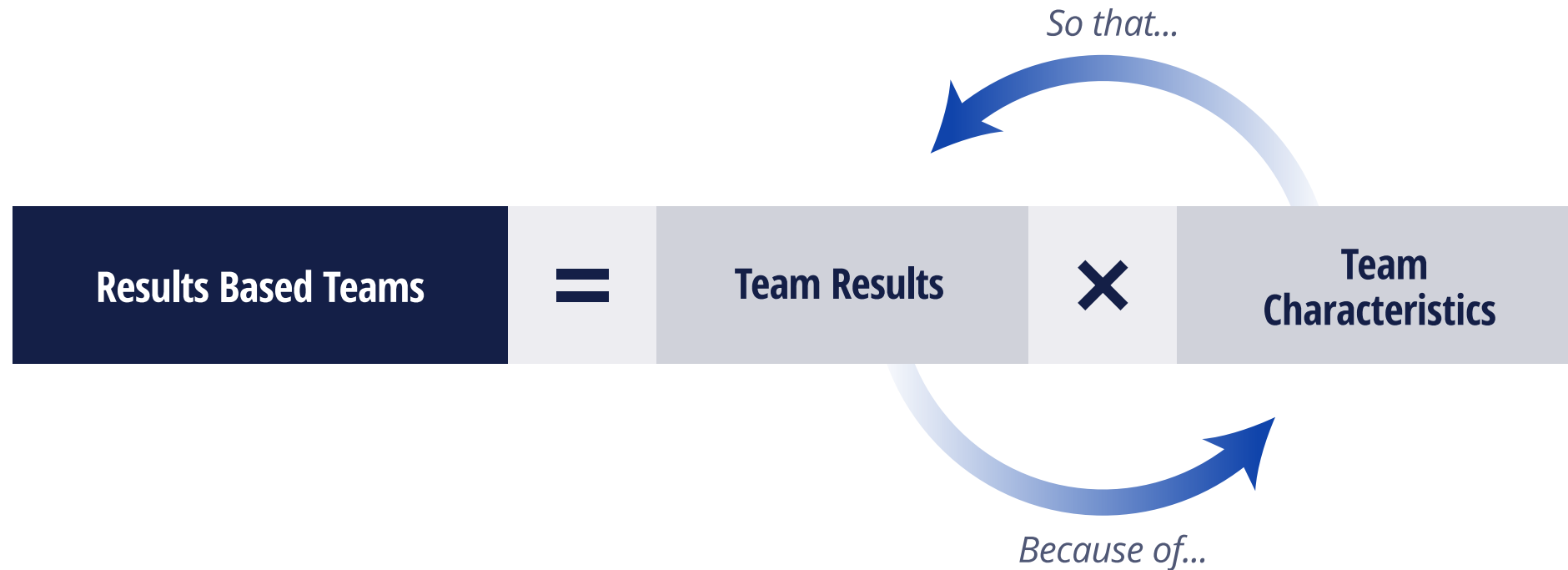


There can be strong pressures to focus on the positive and avoid difficult conversations and interactions that might create conflict within the team. Avoidance of conflict is disguised with fake harmony.



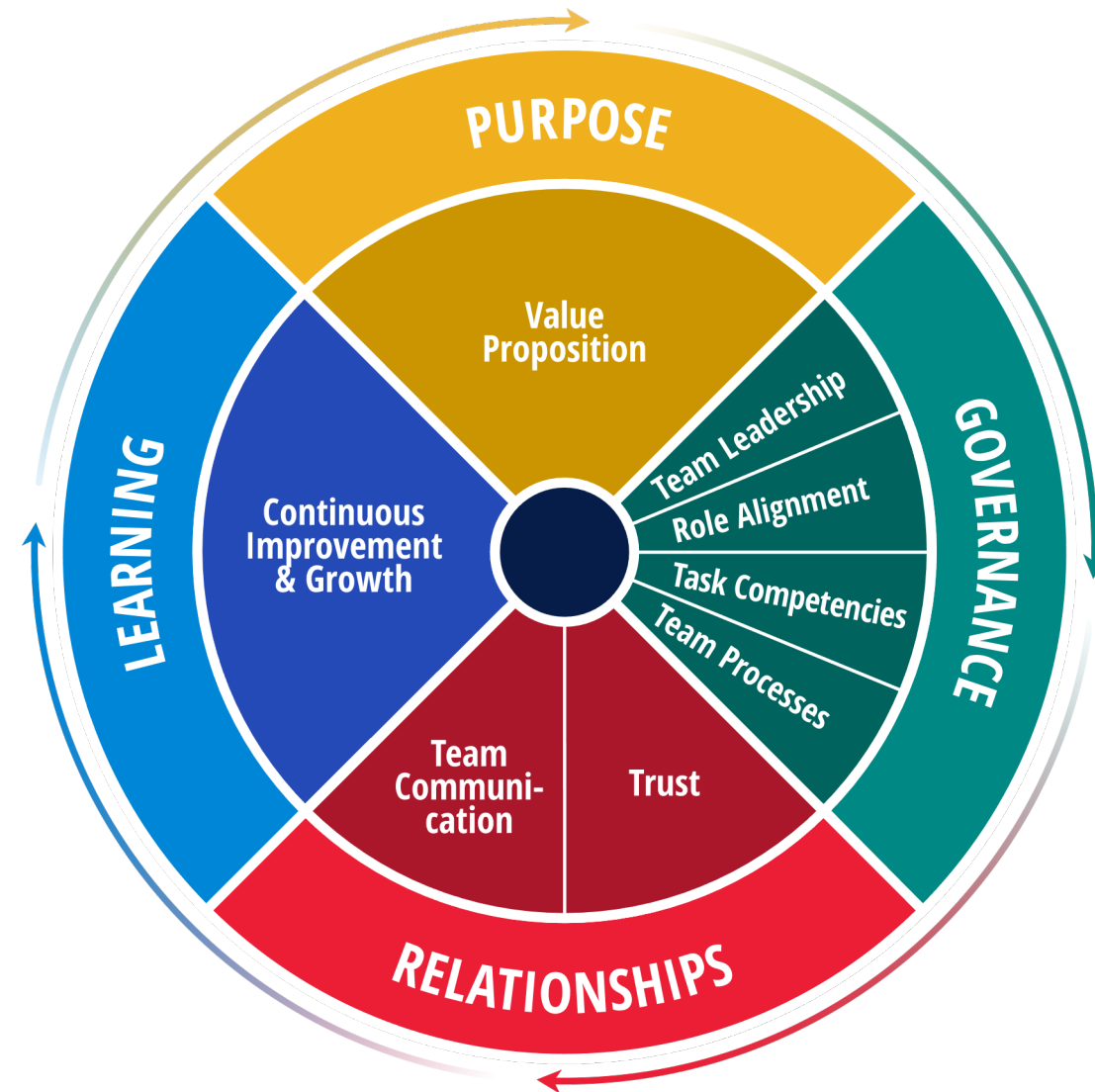
Results are not part of the equation. Teams are the way companies get organized, not a way to achieve differentiating results.

# A Results-Based Teams Approach



To improve team performance at the top—and throughout—the organization, The RBL Group uses what we call a Results-based Teams approach. We begin with identifying the results the team needs to achieve in order to meet internal and external stakeholder expectations and then work to strengthen the characteristics and capabilities that will best enable those results.

The RBT (Results-Based Teams) model is the basis for diagnosing and building key team characteristics and capabilities.



# Close the gap. Improve results.

*Our interventions help individuals and teams identify where they are at and where they should be; focusing on how to quickly close those gaps. To do that, we deliver the following interventions:*



**Team culture:** align teams across the organization to the firm's customer-based culture and to consistent approaches to dealing with team issues and needs



**Facilitate team alignment interventions:** Provide highly interactive and engaging education and action learning interventions to help teams at any level gain alignment and traction around a well-defined value proposition.



**Help newly formed/re-formed teams** make agreements regarding their team protocols, rules of engagement, decision making and KPI's.



**Ongoing assessments and coaching** to enhance individual and team competencies and help the team move to increased stages of impact.



**Design team metrics** and measure perceived impact from the team's stakeholders and provide recommendations for ongoing success.

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## A Results-based teams approach helps you get better results.

*Improving team performance enhances organizational performance and enables you to better meet customer and stakeholder expectations.*

### We help teams measure improved results, including:

- Exceeding expected revenue and profit goals by more than 15%.
- Reducing time to market / product launch by more than 20 days.
- Increasing net promoter scores by more than 30% vs. previous years.
- Implementing SAP ERP on time and on budget.
- Achieving cultural integration after a major M&A initiative in less than 12 months.
- Successful implementation of contingency plan after major natural disaster.
- 20% employee commitment improvement (year over year).



# We can help.

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