Make your teams better at work & work better for your teams
Make your teams better at work & work better for your teams

How to enhance team performance

Being a strong leader is challenging even when things are running smoothly. But currently, business leaders are faced with unique and rapidly evolving challenges: next to the changing workforce and fast technology advancement, also the pandemic has had an impact on the way we work, shaping our work environment and team collaboration. Hybrid work arrangements have become the new normal over the past two years.

Just as much as this poses various opportunities it is also a potential risk to organizations’ work climates and their employees’ wellbeing. Less face-to-face interactions and cross-learning experiences can quickly result in silo-thinking and decreased productivity.

As the nature of work continues to change, building and leading high-performing, adaptable teams is becoming critical to organizational success.

Research tells us that team collaboration matters to business outcome. Good collaboration within a team boosts creativity and performance, reduces burnout rates, improves employee morale and leads to higher retention.

This remains true, no matter what type of team we look into:

- Leadership teams on all levels
- Function-based teams (IT, Sales, HR,..)
- Project-based teams

Creating and maintaining the team spirit and enabling teams to perform well by fulfilling their full potential is a challenging reality many leaders nowadays are facing within the new work context.
Make your teams better at work & work better for your teams

Our response

To support leaders in their efforts to create collaborative teams with highly engaged employees and great performance outcomes, Deloitte has developed an integrated approach to increase team effectiveness. We aim at identifying areas of improvement and effective interventions by addressing the following core questions:

Is your team ready?
Do members have the clarity they need to succeed in terms of goals and objectives? Governance and decision rights? Roles, responsibilities and core processes?

Is your team able?
Do members have the capabilities they need to achieve their goals? And the ability to adapt on the fly as things change?

Is your team willing?
Do members have the commitment to succeed? Motivation, purpose and a sense of trust?
Applying our modular approach helps you to create effective teams that enable your organization to thrive in the new environment.

For the conduction of each stage of the process we estimate a duration of 2 weeks. The timeline and focus of the different stages can be tailored to your needs.

Our approach can be applied in a variety of situations:
- New leadership is taking over an existing team
- Assessing a newly created team’s effectiveness and collaboration
- High turnover within a team in a short period of time
- New organizational structures and reporting lines
- Hybrid and remote team settings and constellations

Addressing those and other challenges with our experienced consultants always aims at making your teams better at work and work better for your teams.
For more information, get in touch:

Anna Hundstorfer
+43 1 537 00-2614
ahundstorfer@deloitte.at

Eva-Maria Burger
+43 1 537 00-2545
evburger@deloitte.at

Sophia Ertel
+43 1 537 00-2689
soertel@deloitte.at

References

1) Steven Hatfield, Jonathan Pearce, Sue Cantrell & Susan Hogan., Deloitte Great Reimagination Report, Deloitte 2022


3) Ryan Kaiser, David Schatsky & Robin Jones, Collaboration at a distance, Deloitte 2020

4) Jeff Schwartz, Indranil Roy, Maren Hauptmann & Yves can Durme, Team-based organizations and cross-functional collaboration, Deloitte 2019

Imprint

Published by Deloitte Consulting GmbH
Authors: Anna Hundstorfer, Sophia Ertel
Layout: Claudia Hussovits