

> High Performance in Top Management Teams



> Top Management Teams work differently

Top management is the lever and impetus. They determine the direction of development and growth throughout the company and the rules of the game. Top management teams are role models. And often shine with assertive members who are used to taking a stand. To give quick answers. And to act. So-called alphas rarely subordinate themselves. Or fall in line.

Top management teams – a contradiction in itself that we resolve with you. For maximum impact at the highest level.

Questions about the meaning & purpose of
collaboration

What's in for me - what is my collaboration bonus?

How can we agree on reliable commitments despite differing goals?

A lot of work - little time: What is the return on reflection?

How do we deal with dominance & rivalry among us alpha managers?

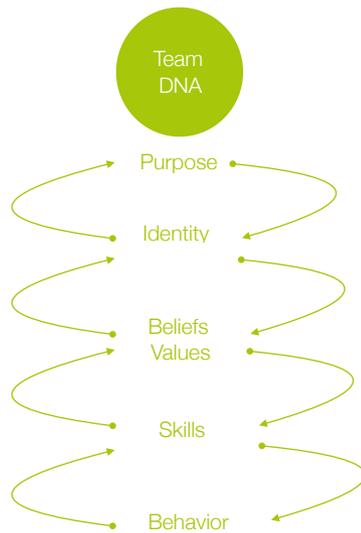
How to put the responsibility for the whole in the foreground instead of following the OHIO principle (Own House In Order)?

How much team is functional?



> NAVO focus of empowerment - Team DNA

What make teams unique? The mix of skills, values, identity and purpose.



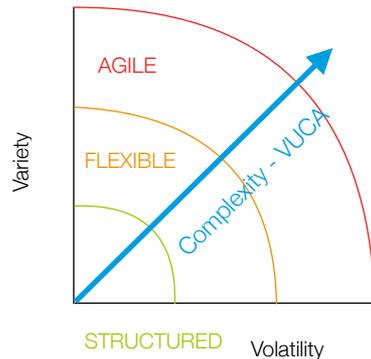
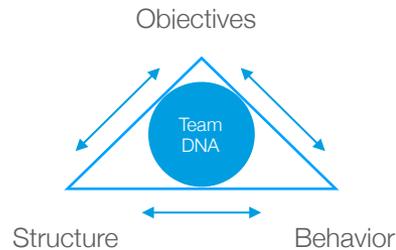
Behavior in a team is directly related to the competencies available in the team. This is precisely where many classic team development approaches come in - trying to improve team performance purely at the level of skills.

We know from our many years of experience: Team behavior only improves sustainably if the interdependencies between competencies, beliefs, values, identity and purpose - the entire team DNA - is coherently integrated into the process of team development.



> NAVO focus of empowerment - Relation to the context

The art of coherently orchestrating the triad of goals, structures and behavior.



High-performing teams succeed in two ways. On the one hand, they combine realistic goals, functional structures and appropriate behavior in a way to achieve exceptional results. On the other hand, they review this interaction on a regular basis. In order to improve themselves in a context-related manner.

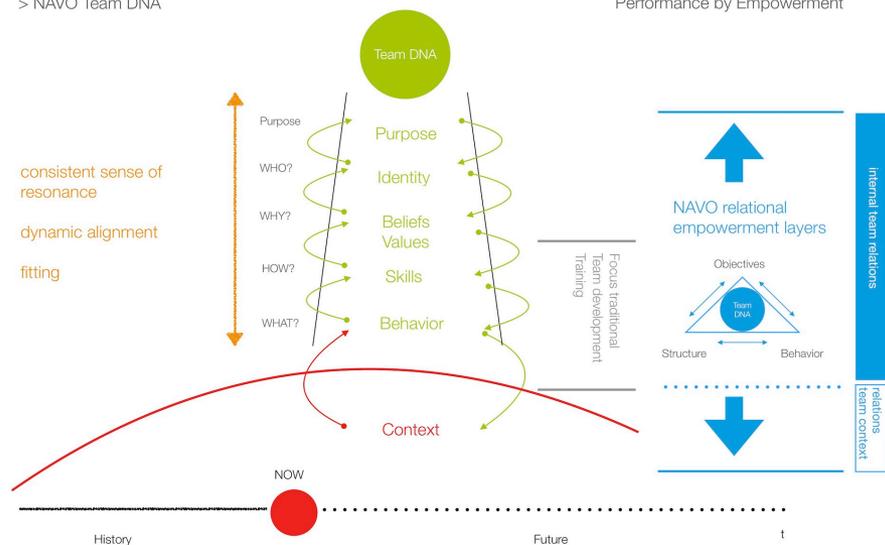
This dynamic alignment of goals, structures and behavior in relation to the context is the secret of high-performing teams. The speed and extent of the adjustments depend essentially on the environmental complexity the team is working in.



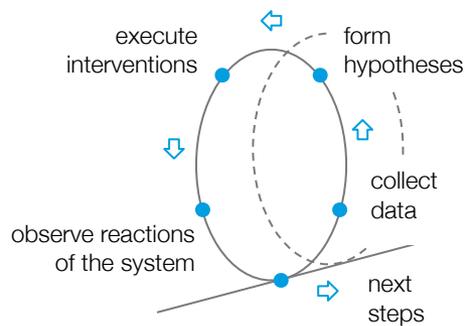
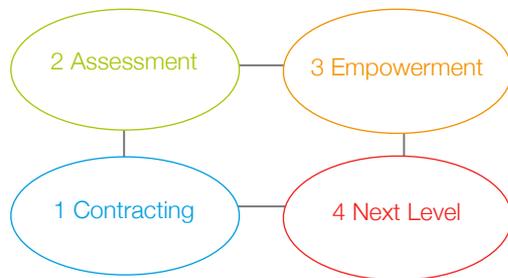
> Performance by Empowerment
Top Management as a high-performing team

The empowerment of executive teams always takes place within a special framework. The mix of conflicting goals, alpha manager behavior and personal competition, limited time quotas and at the same time, a high level of organizational attention. This requires precise impulses with immediate effect. So that the executive team can make optimal use of its diversity of competencies as quickly as possible. And so work together even better.

> NAVO Team DNA



> NAVO approach - consistently systemic and strengthening



Particularly with executive teams, it has proven effective to jointly agree the empowerment mission with all members of the team from four target dimensions. In our Executive Team Assessment, we analyze the team from the perspective of the team DNA and the unique top management context. Based on our hypotheses and together with the Executive Team, we define the development path to the high performance team. After each development step, we evaluate the achievements. The roadmap will be consequently adapted to the reached development level and changed framework conditions.



> NAVO approach - consistently systemic and strengthening
Pattern analysis and kickoff

Pattern Analysis + Confidence Building + Quick Wins

Contracting with the Executive Team	Structured individual interviews with all executive team members	Systemic Analysis - Team DNA - Context - Strategy - History - Culture	Teamtracker Executive Team Assessment	Systemic Route Planning	Kickoff Executive Team Workshop (Offsite)
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Immediate Benefits

<ul style="list-style-type: none"> - Alignment - Defined goals - Operationalized metrics - Commitment to target idea 	<ul style="list-style-type: none"> - Building trust - Sharpening the goals - Purpose 	<ul style="list-style-type: none"> - Clear view of team-typical + organizational mechanisms of action 	<ul style="list-style-type: none"> - Starting point: Initial measuring of the executive team 	<ul style="list-style-type: none"> - Roadmap with a clear plan for the next steps 	<ul style="list-style-type: none"> - Team empowerment - Quickly noticeable improvements
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> Common Topics in Executive Team Empowerments

Development topics - optimal collaboration and collective leadership

- Meaning of collaboration / Evaluation of the individual collaboration bonus / Commitment to collaboration
- How much team is functional?
- Clarification of roles and responsibilities
- Making decisions
- Mutual expectations and helpful reliable agreements ("voluntary" mandatory agreement)
- Developing a sustainable / reliable team culture (high-performance team in terms of role model function for the entire organization)
- Taboo topic ,POWER'
- Collective leadership responsibility
- Return on reflection - benefits of a multi perspective approach
- Specific pattern recognition
 - Relationship management in normal situations and under stress
 - The steering effect of individual and collective beliefs



> NAVO Executive Team Empowerment - Customer Perspective

Collaborating with NAVO means developing the team effectively and
shaping the future together with joy!

Dr. Karl-Werner Leffers
Managing Director UCB Deutschland



> Empowering people in dynamic relations

NAVO Consulting is the systemic management consultancy for transformation management and organizational development. For us, every company is unique. That is why we do not give ready-made answers.

We develop highly effective solutions for each situation and context. Together with you, we align our interventions perfectly to your situation. We bundle all relevant forces in your organization in a highly effective way to generate sustainable success and competitive advantage. Because at the end of the day, only success counts. Just like at the beginning.

That's why companies like W.L. Gore & Associates, EON, Linde, UCB, Bayer, Janssen Cilag, Metro, Alstom, Pro7Sat1, Rohde&Schwarz or Grünenthal benefit from the experience of NAVO Consulting in transformation and development processes.