



Court Leadership and High Performance

Issue # 4
May 22, 2023

This series profiles high performance.

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What is High Performance?

High performance is an orientation toward successful and results-based outcomes. And, it is:

- Being better, faster, and efficient (Merriam-Webster)
- Having an environment for workers to be as effective as possible to support business goals and provide high value (Gartner)
- Sharing a common vision, goals, and metrics to collaborate, challenge, and hold each other accountable (LinkedIn)

This issue offers a sampling of practices for high performance *for a team.*



Developing High Performance Teams (Natemeyer)

Key Actions to Take

- Recognize the importance of a team
- Clarify the team vision, mission, and values
- Identify team goals
- Create a team action plan
- Conduct team building actions
- Engage and act on goals
- Evaluate progress
- Enhance and modify

Questions to ask:
Do we need a team?
What's the cost? What are the benefits?

Characteristics of a Highly Effective Team

- Clear and direct goals
- Appropriate team composition and KSAs
- Commitment to roles and responsibilities
- Effective communication
- Adequate resources and support
- Focus on quality
- Innovation and continuous improvement
- Cooperation with others
- Adequate feedback and course correction
- Trust, respect, and enthusiasm



Purpose Brings a Team Together (Krismer)

- Set a unifying purpose
- Have a clear mission
- Be explicit on how success will be measured
- Avoid silos, egos, competition
- Create bonds among team members
- Seek improved professionalism
- Empowerment

Toward a Theory of High Performance (Kirby)

- Bias for action
- Support for entrepreneurship
- Simultaneous loose/tight actions
- Leadership at all levels
- Decision making process
- Collective decision making
- Guiding vision and goals
- Communication
- Recognition and celebration
- Collective state of mindfulness

Teams and Working Together (webinar)

- Find connections in multiple areas
- Use leadership skills
- Provide shared experiences
- Train members on team expectations
- Cultivate and manage conflict for task completion
- Make participants feel appreciated
- Make personal connections a priority
- Expect the best from others

Descriptive traits for high performance of a TEAM include:

- Team purpose and mission
- Team building, mutual respect and trust among members
- Cooperation and connection with team participants
- Support and recognition of the team

Resources:

- Developing High Performance Teams, Walter E. Natemeyer, 2011
- How A Unifying Purpose Brings Teams Together, Paul Krismer, YouTube Video, May 7, 2023
- Toward a Theory of High Performance, Julia Kirby, The High Performance Organization, Harvard Business Review, July-August 2005
- Zoom Webinar – The Future of Working Together: 7 Non-Obvious Traits of Top Teams, January 11, 2023



Content provided by:

www.courtleader.net

Revised 5/21/2023



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