



# I was a "team guy" on several occasions. High-performing? Not so much.

By Garret Harrell, President - Southern Cross Leadership Solutions

The concept of teams conveys different things to different people. This becomes even more convoluted when discussing high-performance teams. Such is the case because organizations tend to throw the label around indiscriminately.



Newsflash.

Just because a team is effective does not make it high-performing.

Effectiveness is about behaviors. High-performance is about both effective behaviors ***and*** processes in place.

Want your teams to be high-performing? Then they will need to develop and sustain the appropriate behaviors and processes to do so!

Teams become high-performance teams ***through disciplined action***. They are ***hyper-focused on a mission, goal, or objective***. They ***work interdependently and collaboratively*** on a ***common set of demanding performance measures to deliver***.

They ***define a common working approach***.

They ***develop high levels of complementary talents and competencies***. They ***hold themselves mutually accountable***.

Rinse. Repeat.

Here, at Southern Cross, we call these crews. And the environment they create is called crew-munity.

In crews, the role of leader is less important and difficult to identify. At one time or another, all members lead the crew as needed.

Additionally, crews demonstrate a high degree of commitment to one another. When one bears the proverbial monkey on their back, they all do.

Throughout my career, I have been on several utterly amazing teams with utterly amazing people.

I count three of them as high-performing. One of those three teams had just three members, including me.

The standards for high-performance teams are just that - high.

It does not mean that my previous teams were not effective. They were remarkably effective, but effective does not equal high-performing.

They also had many high-performing individuals, but high-performing individuals do not make for high-performing teams.

High-performing teams are in a class of their own.

Getting there is aspirational much like most things that take tremendous discretionary effort. But it is not impossible and more than worth it to try.

It is not always about the destination.

More often, it is about the journey.

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Southern Cross Leadership Solutions is a service-disabled veteran-owned small business headquartered in Wilmington, NC providing leadership consulting and professional training services.

We help organizations develop and sustain high-performance teams through leadership development that drives engagement, inspires empowerment, and builds resilience to boost performance and accomplish any mission.

Our signature programs, *Core Compass* and *Build the Ultimate Crew*, can be tailored to meet your organizational requirements and interests. Bottom line – we invest in you!

If you would like to learn more about making your team more effective and moving them toward high-performance, contact us at (910) 541-3959 or [info@southerncrosscrew.com](mailto:info@southerncrosscrew.com).

You can also visit us at [www.southerncrosscrew.com](http://www.southerncrosscrew.com).

*\*\*Our programs and courses are always customized and adjusted to incorporate both the language and the culture of your organization as well as specific focus points desired. \*\**

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