



We Care



Our People



Team Work



Commitments



Self Improvements

Elevating **TEAM** Performance



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Elevating the team's performance is an essential part of our job. This applies to all team members including new hires.

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In general, people need training, support and development throughout their careers - both as individuals and as teams - to develop their skills that will drive growth and allow them to perform effectively.

As a Head of HR, I work in a great position that enables me to understand how my team members function, determine development opportunities that can elevate the organization and collaborate closely with the different departments of the company with the aim to drive growth in a timely fashion.

Based on my experience, we need to follow the below steps to elevate the performance of the team:

1. **Determining Training Needs:**

Knowing where to start constitutes the most difficult part of developing the team's performance. It should start by recognizing the developmental needs of the team members by talking to them frequently, adjusting their job descriptions and watching them working closely. This helps us to identify that skillsets that needs to be developed to be able to drive growth.

2. **Determining the Proper Training Methods:**

Once the areas of development for the team are identified, choosing the appropriate training that suits the employees' job requirements needs to be considered. A

balanced growth and elevation program can include on-the-job training, coursework, mentorship, or even offsite training.

3. **Coaching:**

There are many instances in which elevation or growth in a performance gaps can be closed with better communication with more experienced senior colleagues through a coaching program rather than with a training program. Therefore, coaching the team by performing a confidential and unofficial one-on-one conversation with them can be beneficial. This makes employees find purpose in their work and raise themselves to the next level of growth.

4. **Team Building Activities:**

Building team work and team cohesiveness is integral to elevating the employee skill set.



Exercises designed to increase teamwork and reveal individuals strengths and weaknesses can be enjoyable and successful. When choosing the team building activity, it is vital to carefully choose the activity to ensure it meets the desired objective of enhancing the growth and driving employee elevation in skills and / or attitudes.

5. Delegating Work:

Many managers have rarely viewed delegation as means of empowering or enabling employee skills elevation. This can be due to the perception that delegation may result in delay in the achievement of tasks or may cause mistakes during execution. However, successful delegation leads to empowerment, more experience, elevation of skills and enhanced results.

Delegating successfully is a win-win situation, where all team members can focus on adding value to the work. Finally, team members, by taking on new challenges improve their confidence and gain great sense of empowerment.

6. Succession Planning:

Elevating the performance of employees is an effective process to achieve objectives. Retaining these qualified employees should be accompanied

by a scientific method of succession planning. Hence, once team members abilities and performance levels are identified, it is essential to put plans in place, so that vital skills and knowledge are retained within the company. If any employee decides to exit the organization then, good succession planning guarantees that individuals pass on their skills, experience, and knowledge to their colleagues before they leave. Being prepared and managing these changes can help us deal with the transition more easily.

In conclusion, a high-performing team does not come into existence by accident. There are many things that managers can do to elevate the performance of the team. It starts with distinctly well-defined roles for the team members that can support keep them on track and achieve their goals. On-task observations can lead to identifying the employees strengths and weaknesses and enable team leaders to match training to their learning patterns. As long as managers sign their employees to relevant training courses, they can get involved in their learning process by coaching them.

Managers can also help their team members get to know one another better and build

trust using team activities. Also, they need to support team members to develop their skills and experience by delegating some of the tasks to them.

We at BKGH value the continuous growth and elevation of our teams and we work together to achieve this objective. We believe it is a key factor for constant and consistent success.

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As Henry Ford once said, "If everyone is moving forward together, then success takes care of itself".



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