



Ormond & Associates PROGRAMS & SERVICES

• EXECUTIVE COACHING

Supporting leaders to grow their confidence, decision-making, and leadership influence for better results.

• TEAM EFFECTIVENESS COACHING

Improve collaboration, trust, and collective performance with a practical, proven approach to building team effectiveness.

• LEADERSHIP WORKSHOPS & KEYNOTES

Customized and packaged workshops & keynotes designed to build leadership capability at every level.

• TALENT STRATEGY CONSULTING

Helping organizations predict their talent needs and align their people programs to meet those needs.

5 HABITS OF HIGH-PERFORMING LEADERSHIP TEAMS

Only about 20% of leadership teams are considered high performing, yet research shows that aligned and effective senior teams dramatically increase organizational results (Curphy & Hogan, 2020). Here are five habits that distinguish top-performing leadership teams.

1. **Ruthless Context Alignment.** Subtle differences in how executives view stakeholders, competition, or external forces explain most leadership team misfires. High performing leadership teams continually make explicit the assumptions they hold about stakeholders, market trends, and competition.
2. **Define Winning in One Sentence.** If each member of the leadership team can't articulate what shared success looks like this year in the same way, you don't have alignment — you have a collection of individual agendas.
3. **Zero Tolerance for Silos.** High-performing teams don't allow leaders to only run their functions; everyone must own a cross-enterprise priority. If they don't have a shared fate on at least one or two key enterprise priorities, you have a group of individual contributors, not a team.
4. **Conflict as a KPI.** Harmony isn't health. High-performing teams measure and manage the quality of conflict as a leading indicator of performance. Constructive conflict is a sign of progress and pushing boundaries. Without it, the team is likely standing still.
5. **Obsession with Results, Not Rituals.** Top performing teams benchmark outcomes relentlessly and cut rituals and norms that don't directly improve team dynamics and/or results.

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Leadership & Team Development Experts | Executive Coaching