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Among their

findings: formal

hierarchy is

actually good

for teams;

successful team

leaders fit no

ideal profile;



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commitment to  
performance  
goals is more  
important than  
commitment to  
team-building  
goals; top  
management teams  
are often  
smaller and more  
difficult to  
sustain; and  
team endings can  
be as important

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to manage as  
team beginnings.  
The wisdom of  
teams lies in  
recognizing  
their unique  
potential to  
deliver results  
and in  
understanding  
their many  
benefits.

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companies reach  
the highest  
levels of  
performance.

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Smith declare  
teams to be one  
of the most

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elements for  
businesses to  
meet the

challenges of  
the future -  
from

reengineering to  
total quality to  
faultless  
customer

service. Based  
on hundreds of  
interviews with



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team members  
from a variety  
of companies and  
organizations,  
this book shows  
why teams work,  
and explains how  
to set up and  
get real  
results.

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of Teams:  
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Performance is key to creating teams. A company with “high performance standards” is likelier to create high-performance teams than a company that simply teaches

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teamwork. No matter what your company emphasizes, high-performance teams are uncommon. Many people think teams work best in a horizontal structure, but that's not true.

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key to improving  
performance in

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Douglas K. Smith  
argue that we  
cannot meet the  
challenges  
ahead, from  
total quality to  
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Wisdom lies in

recognizing a

team's unique

potential to

deliver results

and in

understanding

its many benefit



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s—development  
of individual  
members, team  
accomplishments,  
and stronger  
companywide...

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categories of

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skills are  
either actually  
or potentially  
represented

across the

membership...

The team's

purpose

constitutes a

broader, deeper

aspiration than

just near term

goals. All team

members

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and... There are  
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team goals

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versus broader  
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developed from  
extensive first

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Performances.  
Observation  
by the authors  
of how teams  
work in many  
organisations.

The principles  
they established  
were practical  
and drawn from  
real experience  
(not  
specifically in  
project and  
programme teams,

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but all teams) .

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authors, who are

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both consultants,

conducted

extensive

interviews with

companies to

discover how

successful teams

are created and

sustained. The

result is not a

research report

but a collection

of...

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consistently  
overlook  
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opportunities to  
The High  
exploit their  
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potential,  
Organizational  
confusing teams  
with teamwork or  
sharing.

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real teams are  
the best  
approach to

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The authors  
blended together  
their highly  
detailed  
framework for  
team development  
with examples of  
how several  
corporations  
successfully or  
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