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How to Drive Exceptional Team Performance

It's a fact. Effective organizations thrive through the collective efforts of talented, dedicated people doing outstanding work every single day. More than that, great companies tap into the exponential impact of true teamwork.

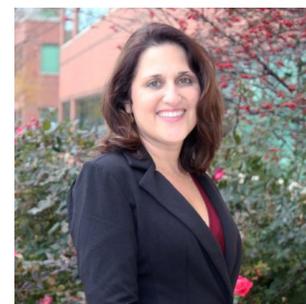
In my work with top executives and leadership teams across the Fortune 500, **I have observed that exceptional teamwork centers on the following three areas:**

1. Alignment

Effective teams share a mutual understanding of the team's...

- **Purpose.** What is the team's reason for existence? What role does it play in the broader organization? How does it drive business, increase profitability, help customers, etc?

What Clients Are Saying



"Liz's expert insight, straightforward style and personable nature are why she is so good at what she does. My work with Liz helped me to define and achieve actionable goals that led me to where I am today, and I could not be more appreciative."

- **Vision.** What is the team's shared view of the future? Where is this team going? What will it look like and what will it achieve in a month, a year, or several years down the road?
- **Brand.** How does the team convey its identity and value to the organization, to customers, and to the broader industry? What is the unique value and message the team conveys in its daily interactions with others?

2. Communication

Teams that communicate well are ideally positioned to foster creativity, productivity, sound decision-making, remarkable relationships and top-notch results. They recognize that great communication is respectful, engaging, non-judgmental, proactive and timely.

3. Clarity

Without clarity, there is confusion or even chaos. At the very least, you will find inefficiency, wasted time, unproductive conflict and undue stress. The fact is, people must be absolutely clear on what they are to accomplish and how they are to accomplish it.

Whether you are building a new team, integrating new members, or resetting a team that is facing new or changing circumstances, it is a leader's job to ensure clarity around the following:

- **Roles and Responsibilities.** Who is accountable for what... and to whom? What is each person's individual accountability and how do members of the team collaborate with and support one another?
- **Team Operating Norms.** Consider the following:
 - *How often will the team meet, whether formally or informally? What will be the consistent areas for discussion and how will the discussion be structured?*

- Suzann Schiller
Executive Vice
President, Strategic
Collaborations, Cello
Health
Communications

Shout Outs



"I had the pleasure of attending Dr. Bywater's presentation, "Pause. Reflect. Project! 3 Steps to Rapidly Accelerating Success." Her presentation had tremendous impact on me, both personally and professionally. Dr. Bywater is an engaging and insightful speaker, and a clear expert in both professional leadership and personal growth. Five stars!"

- Mark Richman
President, Mark
Richman Consulting

Leadership Insights:

Check out Liz's [videos](#), filled with targeted advice for exceptional leaders.

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- *What is the process for making important decisions?*
- *How will conflict be addressed and what are the circumstances in which issues must be escalated?*
- *How will the team navigate through periods of uncertainty?*
- *Which behaviors are expected and how will people be held accountable for getting the job done right?*

Creating the framework for remarkable teamwork should be every leader's top priority. With the right people in place and a thoughtful approach to ensuring quality working relationships, there's absolutely nothing you and your team can't achieve.

How to Rapidly Accelerate Success

In case you missed our last newsletter...

Looking to accelerate impact this year? Use my 3-step ***Pause, Reflect, Project! (PRP)*** process to speed the rate of success for you, your team and your organization.

This is how it works:

1. Pause

Take a deliberate break from the onslaught of activity that pervades this time of year. Block specific times on your calendar. Identify them as "Strategic Thinking" sessions and don't let anyone take that time away from you.

Now that you've got your own attention, take a look at where you were at the start of the year and be honest about where you are now. Ask yourself:

- Have you met your 2015 goals? Have you exceeded them?
- How well are you positioned for additional innovation, growth, industry recognition and overall reputation?

- What are the indicators of a successful year gone by?
And where will you excel in the coming year?

Take as much time as needed to carefully examine what you, your team and your company have accomplished and be honest about where you stand going into the new year.

2. Reflect

Now that you've got a clear picture of where you were and where you are, give thought to the factors that helped you meet with success. Did you hire and develop an outstanding team? Did you convey an extraordinary vision that inspired dedication above and beyond expectations? Did you take advantage of market insights and emerging opportunities to outpace the competition? The possibilities are numerous.

Then look at the factors that prevented you from being as resoundingly successful as you could have been. Maybe you had some gaps in your team that left you and the rest of the team scrambling to get things done. Maybe you struggled to select and attend to the right priorities. Perhaps a new initiative was announced but without adequate clarity to gain traction across the organization. Be honest with yourself. What's been holding you back?

3. Project!

Using the above reflections, you will be well equipped to create a powerful, highly actionable plan for success in the new year. The key is to select your top priorities and look at opportunities to build upon strengths and successes while mitigating areas of weakness or concern. Determine the concrete actions that will allow you to meet your goals. Figure out where you'll need support, from whom and in what form. Line up the resources you'll need right away. Set your timeframes and establish measures of success.

Pause, Reflect, Project! and you will be powerfully positioned for a successful and rewarding 2016. Don't delay. The new year is upon us.

Three Steps to Becoming a Relationship Master

More from our last newsletter...

In my work with exceptional leaders and their teams, I consistently find that the most successful leaders excel at cultivating outstanding relationships. They are, above all, ***Relationship Masters***.

If you're ready to immediately improve your most important relationships, try the following straightforward approach. I call it ***Pause, Reflect, Project! (PRP)***

1. Pause

Set aside quiet, undisturbed time to review the condition of your key relationships. Put each relationship into one of three buckets. Assign a color to each bucket. Green for relationships that are in top shape. Red for those that are in trouble. Yellow for anything in between.

2. Reflect

Which of these relationships are fundamental to getting the work done? Who must be fully engaged as a trusted business partner? Who must be influenced to drive your agenda forward? Which relationships offer the greatest reward? And where can you most significantly impact the success of others?

3. Project!

Create a targeted plan for sustaining, improving or repairing each key relationship. Prioritize your efforts based upon how essential the relationship is and how pressing the need to address it. Get specific. Create a plan that provides a roadmap for mastering each important relationship.

Address the following: With whom must I be more proactive,

responsive, thoughtful, collaborative, engaging, commanding, respectful, communicative? You get the idea.

Then determine: How will I achieve that? Does my approach require a one-time interaction (probably not) or an ongoing approach to enhancing the relationship? Set timeframes and assign metrics to assess progress. Use your plan to help you focus on building outstanding relationships each day.

Exceptional Development Opportunities

Trusted Advisor and Team Effectiveness Accelerator

For 2016, I am pleased to offer you my highest impact program yet. Over many years of helping top-tier executives and their teams, I have developed an extremely effective process for accelerating success.

Key elements include:

Trusted advisor services for the leader. Work directly with me as your trusted leadership advisor. Allows you to:

- Address issues proactively and in real-time.
- Rapidly improve as a leader by building upon strengths while recognizing and mitigating potential areas of vulnerability.

Targeted whole team development. This is a tailored approach for building a high performing team. Outcomes include:

- Increased trust, better relationships, improved communication and alignment around vision, purpose, expectations, accountabilities, etc.

Real-time support and development for key members of the leadership team. You may choose to have one, several or all of your team members work closely with me in a trusted advisory or full-scale coaching capacity. Benefits include:

- Rapid development of leadership performance and

- Rapid development of leadership, performance, and team focus.
- Supports succession planning by preparing your most talented performers for future roles.

Keynote Speaking and Development Sessions

Based on my straightforward yet powerful process for enhancing professional and personal success, I am proud to offer ***Pause, Reflect, Project! Three Steps to Rapidly Accelerate Success***

I am booking now and dates are filling up quickly. Contact me to learn more or to book a date for your next conference, trade show, awards ceremony or leadership team meeting.

Exceptional Leadership Tip #12

Successful leaders build on the individual & collective strengths of their people.

For over a decade, top global organizations have requested Liz's help in resolving issues such as creating extraordinary client relationships, increasing market persuasion, and driving productive collaborations in an increasingly complex world.

Liz advises senior leaders at some of the world's most successful companies, such as Johnson & Johnson, Thomson Reuters, Bristol-Myers Squibb and AmerisourceBergen Corporation, among others. She uses her expertise in human behavior to drive commercial success. She helps her clients drive innovation, exert influence and lead their organizations through change.

A thought leader in organizational excellence, Liz provides expert commentary for such publications as the Wall Street Journal, NY Times and USA Today. She

earned her PhD in Psychology at the Derner Institute for Advanced Psychological Studies. Her undergraduate degree is from Cornell University. Liz graduated Cornell Phi Beta Kappa and Cum Laude.

She is a member of the American Psychological Association and the Society for the Advancement of Consulting and author of the eagerly awaited forthcoming book, "Hurry Up and Wait: How Pausing and Reflection Accelerate Leadership." Liz lives in Bucks County, PA with her husband and two children.

Bywater Consulting Group

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Testimonials

<http://www.bywaterconsultinggroup.com/testimonials.php>



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For information on how we help top executives, **send us an email** or give us a call at 800.846.4546.

We look forward to hearing from you. In the meantime, please **visit us** any time!

