



## Leadership in Concept

# HIGH-PERFORMANCE TEAMS



### Use neuroscience to:

- Engage your team
- Improve performance
- Overcome challenges
- Build resilience
- Motivate
- Empower your team to make decisions

## BELBINS 9 ROLES

<i><b>Role</b></i>	<i><b>Leadership Action</b></i>
Plant	Generate ideas and solve problems
Resource investigators	Good communicators and networkers
Coordinator	Confident to delegate
Shaper	Overcomes obstacles under pressure
Monitor/ Evaluator	Strategic thinker
Team worker	Cooperates to achieve success
Implementer	Practical and reliable organizer
Finisher/ Completer	Presents perfect deliveries
Specialist	Dedicated and single-minded

# Leadership in Practice

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## SPARKLE MODEL

- Do my team and I share the same vision?
  - Do I ensure that everyone has the opportunity to participate?
  - Do I show appreciation for my team members' contributions?
  - How can I help my team build resilience?
  - What steps do I take to support knowledge sharing?
  - Do I provide support and trust to my team?
  - Do I empower my team effectively?
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## BELBINS 9 ROLES

<i><b>Role</b></i>	<i><b>Leadership Action</b></i>
Plant	Give tasks that make their ideas practical
Resource investigators	Collaborate with team members
Coordinator	Encourage them to be more hands-on
Shaper	Encourage empathy and respect
Monitor/ Evaluator	Encourage constructive communication
Team worker	Encourage them to make decisions
Implementer	Encourage them to be more open
Finisher/ Completer	Encourage them to delegate
Specialist	Encourage the sharing of knowledge