



# Leveraging Team Performance

*A Focused Learning Plan*

Members of successful teams understand that change is the only constant, and continued high performance depends on adaptability. As higher ed continues to navigate complex challenges, it's imperative to understand that leading a successful team involves taking risks, trying new things, and innovating.

1.

## Watch "3 Ways Leaders Can Foster Psychological Safety in Teams"



60 mins



Webcast Recording

*Leaders often try to bring teams together by creating a common vision or by clarifying. But before these steps can be effective, you need to ensure a high level of psychological safety within your team. Without that foundation, your team will not function as cohesively. This two-part webcast will explore psychological safety within your team.*

2.

## Watch "5 Ways to Learn from Failure"



60 mins



Webcast Recording

*Your brain is wired to avoid failure, so learning from it takes extra effort. But, it's a crucial skill for high-performing teams. Watch this webcast to learn how your team can deconstruct and find meaning in their failures. You'll walk away with tips and suggestions for how to recognize what's not working and when to move on, and ideas for sharing and rewarding failure.*

3.

## Watch 5 Short Video Lessons



10 mins



Short Video Lessons

*After exploring learning from failure and psychological safety on teams, tie this knowledge together by watching the following 5 videos to gain insight into creating a team environment that lends itself to safety, trust, and performance.*

1. ["After Action Reviews" \(2 mins\)](#)
2. ["Clarify Decision Rules" \(2 mins\)](#)
3. ["Recognize and Reward Team Members" \(1.5 mins\)](#)
4. ["Manage Conflict" \(3 mins\)](#)
5. ["Tolerating Failure " \(1.5 mins\)](#)

4.

## Complete & Submit Your Final Reflection!

*Please complete all of the reflection activities on the next page. Don't forget to submit your work once it's complete.*



# Leveraging Team Performance

*Final Reflection*

## **Please confirm that you've completed each of the following activities:**

I have watched "3 Ways Leaders Can Foster Psychological Safety in Teams"

I have watched "5 Ways to Learn from Failure"

I have watched all 5 Short Video Lessons

## **Then, answer the following reflection questions:**

1. Identify 2 major changes that your department/institution/higher ed in general is going through. How will learning from failure help your team adapt to those challenges, and therefore maintain productivity?
  
  
  
  
  
  
  
  
  
  
2. Choose the method of creating a productive team environment that resonates with you the most (e.g. action reviews, clarifying decision rules, recognizing and rewarding team members, managing conflict, or tolerating failure) and reflect on how your team can take tangible steps to implement that method.

## **Once you're done, submit your work to receive proof of completion.**

Please email your completed PDF to [greta@academicimpressions.com](mailto:greta@academicimpressions.com)

If you would like us to notify your supervisor of your completion of this focused learning path, enter their email in the box below.