

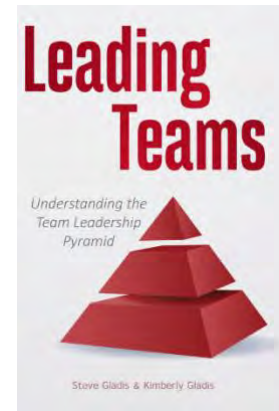
Leading Teams

Understanding the Team Leadership Pyramid

By Steve Gladis and Kimberly Gladis

Teams are the central focus of all organizations. Indeed, organizations are what retired Army General Stanley McChrystal calls a team of teams. Unfortunately, according to research, only 20% of teams are high performing.

Steve Gladis and Kimberly Gladis have researched the researchers of teams to construct a practical model to help organizations develop high-functioning, competitive teams. Their model, *The Team Leadership Pyramid*, consists of 4 Critical Elements: *People, Leader, Culture, and Strategy*.



Additionally, this book highlights the 6 Conditions framework required for high-performing teams and the new Team Diagnostic Survey (TDS™) developed at Harvard by Richard Hackman and Ruth Wageman. Their survey acts “like an MRI of a team” and the results give leaders visibility into the status of both the team’s essential conditions (*real team, right people, and compelling purpose*) and enabling conditions (*sound structure, supportive context, and team coaching*).

Moreover, this research at Harvard and the 6 Conditions reflect many of *Leading Teams’* findings, amplify their impact, and provide a valid and reliable foundation for assessing and coaching high-performing teams.

Leading Teams: Understanding the Team Leadership Pyramid is like an owner’s manual for high-performing teams. It will help leaders guide themselves and their teams toward success based on years of research and valid and reliable data.

To schedule a free virtual executive briefing about *Leading Teams* or for more information, contact us at sgladis@stevegladisleadershippartners.com or call 703-424-3780.

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