



MEZZANA
partners



High Performing Teams

PROGRAMME



AZTEC
ACADEMY

Programme overview and launch information

Welcome to the High Performing Teams Programme. This gives you some quick information about the Programme ahead of the launch event on the 14th September, and will help get you ready and geared up for the launch event.

Programme overview

The High Performing Teams Programme is a 9 month leadership development programme for all Aztec leaders at Associate Director level and above. It's a critical programme designed to help leaders and their teams on the journey to deliver the 5 year plan. It builds on the Connected Leader programme, but also operates as a 'standalone' leadership development programme. Key features include:

- > **A focus on performance** – how to lead, create and sustain 'healthy' high performance in your teams
- > **Develop capability and confidence** to be able to get best out of your people, individually collectively – including having high impact coaching conversations
- > **Practical, tangible, real-life application** – you'll be exposed to new leadership skills and tools that you'll be practicing with through the programme
- > **Work with a designated coach**, and have access to a powerful platform to help you create new leadership habits
- > **Cascade ideas and tools to your team**, and support them as they commit to change their behaviour
- > **Share insight and learning** with peers from across the business – building relationships and a culture of collaboration and shared learning.

PROGRAMME LAUNCH

There are three 'strands' to the programme:

- > **Content** – delivered through modules. Each module will be delivered slightly differently but will be practical, interactive and focused on building skill and confidence. You'll be in 6 'cohorts' for this element of the programme, which are organised in teams/functions.
- > **Application** – throughout the programme you'll be working on aspects of your leadership that are most impactful/important to you and your team. You'll use our powerful online habit building tool, support by your coach (who will also have 3 coaching sessions with you)
- > **Cascading and sharing** – you'll be taking some new concepts and tools to your team, and supporting them as they use them. You'll also be connecting regularly with peers in your jurisdiction, but who are in other teams, sharing learning and insight with each other

Programme launch

The launch event will give you more detail on the programme, but will also crucially introduce the leadership framework that underpins the programme. It's a vision of the qualities, skills and capabilities that the Aztec leader who is leading their team to deliver on the 5 year plan will need to have. You'll be prompted to start thinking about your development needs – a process that you'll continue after launch.

We're also really excited to be joined by **Sara Symington** as our guest speaker at the launch event. Sara is Performance Director of British Athletics – one of the highest profile sports in the UK. She oversees the Olympic and Paralympic high performance programme, managing a budget of £40 million and a team of 70 core staff (and coaches and athletes), and was ultimately responsible for GB athletes delivering ambitious medal targets at the Tokyo Olympics and Paralympic Games this year.

Sara was previously Performance Director at England Netball and led the England Roses to a historic gold medal at the 2018 Commonwealth Games,

PROGRAMME LAUNCH

beating Australia on their home turf – a feat that hit the headlines in the UK and caused considerable ructions in Australia! Before her career as one of the UK's most successful leaders in Olympic sport, Sara had a glittering career as a professional cyclist. She is a double Olympian, and competed at two Commonwealth Games and in multiple world championships. She somehow still finds time and energy to compete in endurance events ranging from half ironman triathlons to adventure races.

Sara not just epitomises 'world class' as an individual in her careers both as an athlete and as a leader, but also has a quite remarkable track record at building world class teams and transforming organisational culture.

Fresh from the Tokyo Olympic and Paralympic Games, this will be a unique and privileged opportunity to hear from one of the most experienced leaders in high performance sport in the UK about what it takes to create and sustain high performance, and about leading a team at the Tokyo Games - the most challenging and complex Olympic Games ever.

Creating your development journey

Through the launch event, we're going to ask you to start to think about what YOU want from this programme – the skills, capabilities and confidence that you want to develop that will help you be a better Aztec leader, and lead your team to deliver on the 5 Year Plan. We'd like you to start thinking of that in advance of launch, and come ready to share your thoughts.

Following launch, and before module 1, you'll be building that plan out, and working with your coach and line manager to do so. Your personal learning objectives and plan to optimise the opportunity of the programme will be guiding your journey, so the process of creating this is an important first step.

We're looking forward to seeing you at the Launch Event. If you've got any questions ahead of that, please talk to your line manager or Exco member, or email Katherine Bond at katherineb@mezzanapartners.com.

The Mezzana Team