



L to R: Jeff Horn, President of BOMI, Daniel Blair, SMT Graduate and Ken Pool, RPA, CPM, DBEI President



L to R: Jeff Horn, President of BOMI with FMA Graduates; Bill Wysoski, Patrick Stevenson & Bob Keith and Ken Pool, RPA, CPM, DBEI President



L to R: Jeff Horn, President of BOMI with RPA Graduates; Tricia Green, Juanita Cano-Munoz, Mellissa Barrett & Bonita Bastardo and Ken Pool, RPA, CPM, DBEI President

4 Step Blueprint for Developing High Performance Teams



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As the U.S. economy continues to show signs of volatility, companies face a new set of challenges as they strive for stronger performance. The Texas economy continues to create more jobs while the nation's labor market is grinding to a halt. Texas non-farm employment rose 2.4 % from May 2007 to May 2008--compared to an almost 0% increase for the United States as reported by the Texas A&M Real Estate Center. Whether your company is focusing on maintaining business operations or seeking growth, developing a blueprint that maps to your company's strategic plan is critical to creating a high performance environment.

Step 1 - In your blueprint design, clearly define the company's strategy and the core competencies needed to execute the plan. Without this definition it is nearly impossible to develop and motivate individuals and channel their performance to support the organization's business strategy. Too

often companies fail to document a comprehensive plan which ensures teams are building towards common goals. Ask the question, "Where does our company need to excel in order to reach our goals?" Next, design the business processes to support the company's strategy and leverage core competencies.

Step 2 - Talent management. Define key roles to support the newly constructed strategy. Identifying existing competencies of individual contributors is critical. Without this information, managers can't fully understand employees' performance capabilities, how to leverage their strengths, and where there is a need for training or a new hire. Sophisticated assessment tools are used by talent management firms to plot individual contributors' strengths and build effective teams.

Step 3 - With well rounded teams established, provide an integrated plan of roles, responsibilities, performance expectations and rewards. Rewards

should tie together overall team performance and foster a collaborative environment and stimulate high performance and productivity.

Step 4 - (where most organizations fail!) A roll out plan should be effectively communicated to the organization including the necessary tools, support, mentoring and training that will be in place. Providing continual feedback, coaching, a learning environment, formal appraisals, and individual development plans that clearly map to the team's objectives and the overall company strategy is vital to performance.

As service providers, commercial real estate companies depend on their employees for a competitive edge. An effective performance management blueprint is a critical component to an organization infrastructure. The results will be improved retention of highly motivated individuals and high performance teams that deliver on the company's strategic plan. ■

kudos...

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