

## An Introduction to the Shape Consulting Model

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### How do you awaken and enable your ultimate potential?

What makes some team's stand out above the rest? What makes one team deliver spectacular results while another gets bogged down. What separates a team whose members are driven and fulfilled with those who are lost and unsatisfied? We all know a high performing team when we see one; so how do you translate that spark, that energy and that commitment to every team?

One lens we can view this from is that every team is made up of many units of potential. There are levers we can pull, decisions we make and actions we can engage in which will either enable or disable each of these units of potential. Every choice we make about every individual team member enables a unit of potential within the person, and further units of potential in the way that this person interacts and interrelates with other members of the team. This is how synergy is created. Synergy ignites the performance ability of the team.

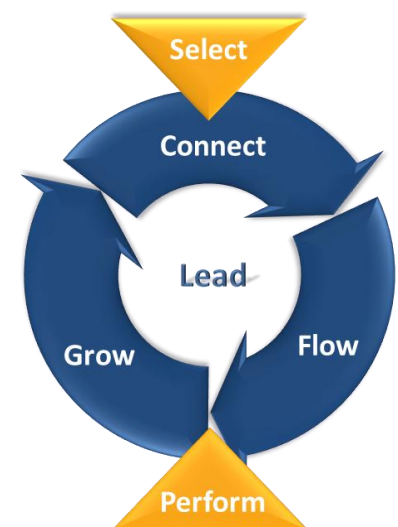
The central question then becomes; how can we ensure that we are always enabling the potential of the team to enable peak performance?

Achieving peak performance is based on the idea of ENERGY. By capturing potential energy in the team members we select, we must then provide them the space, the excitement, the pathway to build that energy and direct it to achieve something worthwhile. It is no wonder that you hear of teams having a 'buzz' about them or when you talk to somebody who appears to have light coming out of their eyes. Again, we know it when we see it, so how do we capture it and provide the mechanism that will direct it towards our objectives. The Peak Performance Model provides the framework to developing a high performing team.

### The Shape Peak Performance Model ©

The Shape Peak Performance Model © emphasises that a high performing team is one that:

- **Selects** the right people for the right job by focusing on: what a person likes to do most, what a person does best, what adds greatest value to the organisation or project.



- **Connects** it's people to create an atmosphere and context where people can work based on trust, optimism, cohesion, openness, permission to be real and positive energy
- Creates the context for individuals to **Flow**, to engage their mind actively and creatively for the benefit of the project, and to make heavier workloads seem lighter.
- **Grows** each person by ensuring their effort intensifies as they progress within the project or organisation, and to work hard towards smarter and improved outcomes.
- As people **Perform**, the contributions of each individual and team are recognised.
- Those who are entrusted to do so, **Lead** boldly, act with passion, are inspired by dreams and fulfil their purpose through the people. They bring out the best in all the team.

This model has been successfully utilised in teams who have sought a dramatic but sustainable shift to peak performance. By honing in on what was really important to the team and directing their energy in a positive manner, previously 'unsurmountable' goals have been achieved.

### Partnership Approach

Research shows that successful peak performance interventions always consist of a three-way partnership:

1. The commitment of your LEADERS. This is the most important essential requirement of any high performance team.
2. Your INTERNAL performance resources. This might be a HR resource, a change or organisational development resource; ultimately a representative of the team charged to see the team transform.
3. Our EXTERNAL expertise. Not unlike a team sports coach; we work with you to implement, facilitate and support your team's journey to peak performance.