

# Crafting High-Performing Teams—Wherever They Work



In today's hybrid work-from-anywhere environment, teams are more dispersed than ever. This means supportive spaces and collaborative technology are more important than ever—in both physical and virtual realms. As organizations continue to pursue peak performance, incorporating analog and digital methods of collaboration and sharing for in-person and remote work becomes a necessity.

Whether a team is working in the same physical space, virtually via remote technology, or using a hybrid of both, leaders will need to focus on three key areas to craft high-performing teams: goals, processes, and boundaries. With the right structure, leadership, and resources, teams can improve outcomes beyond ad hoc collaboration.



## Only 43%

of corporations have what experts consider a well-defined process for innovation, according to the research firm CB Insights.

## Why Teams, and What Are They?

High-performing teams allow organizations to achieve the peak performance they are pursuing through a range of organizational and individual benefits.

## How to Set Up Teams for Success:

- Provide teams a place to call home—in both virtual and physical workspaces
- Allow team activities, needs, and outcomes to shape workspaces and interactions
- Ensure organizational values and team goals govern the boundaries placed upon team activities
- Align organizational culture and team goals with virtual and physical workspaces, so their interactions facilitate those goals

**Organizational Benefits:**

- Complex problem solving
- More unified culture
- Higher employee engagement
- Broader offerings of products and services

**Individual Benefits:**

- Improved interpersonal skills
- Enhanced knowledge through shared expertise and experiences
- Larger professional networks
- Enriched belonging, with feelings of being valued, wanted, and welcomed

People who work as a group are not necessarily a team by default. A group is a collection of individuals who are interdependent and behave toward others as individuals. Taking that a step further, a true team has shared goals and coordinates individual members' strengths to yield faster, better outcomes than individual work.

## Why a Sense of Place is Important

Teams perform better when they have a place of their own. When a team feels that sense of place, they can move beyond simply sharing information with one another and focus on achieving their shared goals. Providing a “home”—whether physical or virtual—supports the relevant, information-rich communication and connection teams need to be most effective.

To create a team home, leaders need to first understand the team's activities and goals, as well as when, where, and how they will work together. For example, will team members be in the same physical environment, working separately from each other, or both? This will help define the necessary boundaries that will help develop the right processes, provide teams with the right workspaces, and select/configure the right technology.

## Design Implications

There are three main boundaries that impact workspace design:

**Geographic**

The shorter the distance between team members, the more likely simultaneous interactions are to occur—whether desired or not.

**Organizational**

These boundaries are defined by two dimensions of organizational culture and where a company's “personality,” mission, and goals fall along each axis. To what level do they value flexibility or control? Are they more focused on internal growth or beating the competition?

**Functional**

The frequency of team activities influences how likely it is that a workspace will be utilized by the team. The more simultaneous activities occur, the more likely the team workspace will be dedicated to a functional team or a cross-functional teaming activity.

The results teams produce reflect the way in which they work together. Designing workspaces—whether physical or virtual—that support the specific interactions, goals, and activities of a team will help them achieve their highest levels of performance in productivity, creativity, and innovation for your organization.

**Want to learn more?**

For more in-depth information on resources to help you build high-performing teams, visit [our webpage](#) for links to our research, white paper, and related Spark articles.