

A photograph of three adventure racers celebrating their victory. They are wearing racing gear, including vests with 'IAR WORLD CHAMPIONSHIP' and 'ERTIPS' logos. One racer is holding a flag. The scene is filled with confetti and a celebratory atmosphere. The text 'FOR THE TEAM' is overlaid in large white letters.

FOR THE TEAM

BUILDING A
CHAMPIONSHIP CULTURE

THE SECRETS OF HIGH-PERFORMANCE TEAMING
REVEALED BY SIX-TIME ADVENTURE RACING WORLD CHAMPIONS.
NEW ZEALAND'S TEAM AVAYA

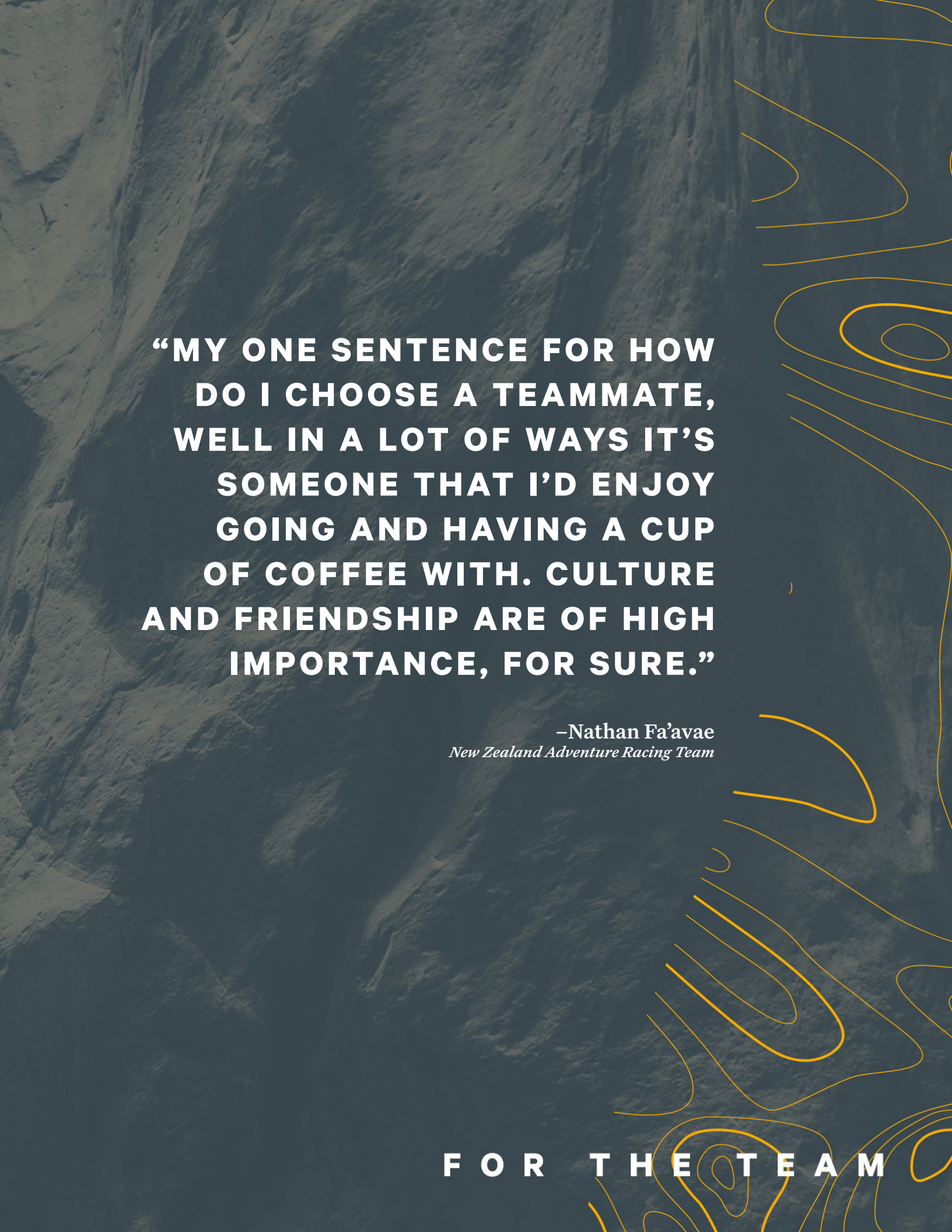
BUILDING A CHAMPIONSHIP CULTURE

An Overview

At WinShape Teams, we believe that high-performing teams must be built on a foundation of team members who care for each other well and are committed to putting the team before self, looking beyond their own roles in search of needs they can meet for the team.

We also know that building a culture of care can be challenging, so we followed a six-time world championship adventure racing team to discover the secrets of their success, and have produced a short video about their team culture. *Spoiler alert: it's built on care!*

In order to help you create a culture of care, we developed a step-by-step resource that provides the opportunity to facilitate valuable discussion around the story of this high-performing adventure racing team and how your team can be inspired to become stronger, healthier, and more fulfilled.



**“MY ONE SENTENCE FOR HOW
DO I CHOOSE A TEAMMATE,
WELL IN A LOT OF WAYS IT’S
SOMEONE THAT I’D ENJOY
GOING AND HAVING A CUP
OF COFFEE WITH. CULTURE
AND FRIENDSHIP ARE OF HIGH
IMPORTANCE, FOR SURE.”**

–Nathan Fa’avae
New Zealand Adventure Racing Team

F O R T H E T E A M

HOW TO PREPARE FOR THIS DISCUSSION

While your team is probably not in the adventure racing business, aspiring high-performing teams have much to learn about the manner in which Team Avaya intentionally cultivates a culture of success.

Taking the necessary time for productive self-reflection will be a useful exercise as you clarify the pieces of this video and how they can be most relevant for you and/or your team.

Here are some steps you can take to prepare for your group discussion, which will create more productive conversation:

- Watch the video ahead of your meeting
- Write out your answers to the discussion questions
- Print out team initiatives/goals for each team member
- Open your mind to hear good and honest feedback from your team members so you can begin taking the steps to building a high-performing team

Access the video at
winshapeteams.org/culture

DISCUSSION:

Remember during this time to be honest with your answers and be sure to encourage team members as they share their thoughts.

1. Define 1-2 specific scenes/quotes/concepts from the lesson that immediately stood out to you – why are they so attention-grabbing?
2. From your perspective, what are the unique elements that make this team great to be on? What are one or two ways you've seen people on our team embody that element?
3. As our team grows, what do you think are the key characteristics/traits that make up the core of our team?
4. What are some team initiatives/goals that we can create alignment on by improving collaboration, strategy, or communication?
5. What inspires you as you think about what the upcoming year holds for this team?

- **PROTIP:** Silence means that people are thinking about how to organize their responses meaningfully. Embrace the silence.

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Teams**