



Great Business Teams: Cracking the Code for Standout Performance

Howard M. Guttman

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Understand and decode the inner workings of great business teams with the more than 30 in-depth examples in *Great Business Teams: Cracking the Code for Standout Performance*. Author Howard Guttman examines and dissects teams at top-management, business-unit, and functional levels and isolates five key factors that drive team performance to offer you insight into the ways these teams achieve success. Using this book, go directly to the marketplace to scrutinize teams in a variety of industries, evaluating the challenges they face and the methods they choose to manage these challenges.

Great Business Teams: Cracking the Code for Standout Performance Details

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E says

Powerful team performance boosters

Howard Guttman gives readers a sophisticated view of all the factors that go into creating high-performing, exceptionally successful teams. He doesn't pretend that a single magic bullet can transform your team; instead, he provides a well-organized guide that shows you how leaders contribute, what team members must bring, why management support is needed to transform a good team into a great one and how coaching can accelerate a team's transformation. The book provides a great discussion on how top teams make decisions, how they communicate, and how they decide which meetings to hold and how to hold them. The book is full of ideas and illustrative stories from Guttman's consultancy, but you never feel that he is selling his consulting services or holding back any information. getAbstract recommends this sensible and useful book to team managers and members.

Merrick says

Howard Guttman gets it. He understands that great teams start with great leadership and great leaders are the catalyst for positive change. In *Great Business Teams*, Guttman asserts that leaders are the visionaries and architects the organization's future.

Guttman explains that great business teams perform well in high-pressure situations and utilize pre-established business practices and protocols to address challenges. He notes that these teams are led by high-performance leaders who build authentic relationships, act in ways that demonstrates their personal accountability to the team, and put the team first and the function second. These leaders continually raise the bar by challenging the status quo and using a performance management system that reinforces team goals.

I particularly liked Guttman's Ladder of Accountability and the question that he asked of members of senior leadership teams, "What are you accountable for?" If they answer, "Myself," they have only reached the first rung. The next four rungs include: My team, my peers, my manager, and my organization. A senior leader's answer to this question would be quite telling and I anticipate asking it in my work with executive teams.

Great Business Teams provides a pathway for managers to transform their teams into high-performing teams, which he explains are strategically-focused, horizontally structured, and distributive decision-making.

A great read for anyone on a team or leading one!

Charlotte Toothman says

Great reference for working with teams

