

The 4Ds of a High-Performing Team

Being busy is easy, but a high-performing team takes deliberate habits. Rooted in Dan Pontefract's work on team culture, including his not-yet-released 2027 book, this workshop centers on the four leadership disciplines that separate busy from high-performance: Direct, Deliver, Develop, and Dignify.



WORKSHOP OUTLINE

Workshop Value

This workshop covers the following:

- Assess the team honestly against all four Ds and see where the gaps actually sit
- Sharpen direction so every member can state the priorities the same way
- Fix the delivery habits that quietly stall execution and create rework
- Build development into the working week rather than the annual review
- Make dignity visible in how the team meets, decides, and recognizes people
- Leave with commitments the team owns, with norms and new processes established

Workshop Format

- Delivery: Face-to-face (ideal), 3.5 hours or 2 x 90-minute sessions
- Engagement: team diagnostic, structured debate, activities, polls, & self-reflection
- Materials: Job aid included for practical application post-workshop

Workshop Audience

This workshop is designed for intact teams and leadership groups that want to move from busy to high-performing, and for the leaders responsible for how those teams direct, deliver, develop, and dignify.

Workshop Material

- Direct: clarity of purpose, priorities, and decision rights
- Deliver: cadence, follow-through, and stopping the work that does not matter
- Develop: coaching in the flow of work, feedback that lands, & stretch assignments
- Dignify: respect, recognition, and psychological safety as daily practice
- The team diagnostic: scoring, debating, and agreeing what is actually true
- Building the commitments, owners, and the ninety-day check