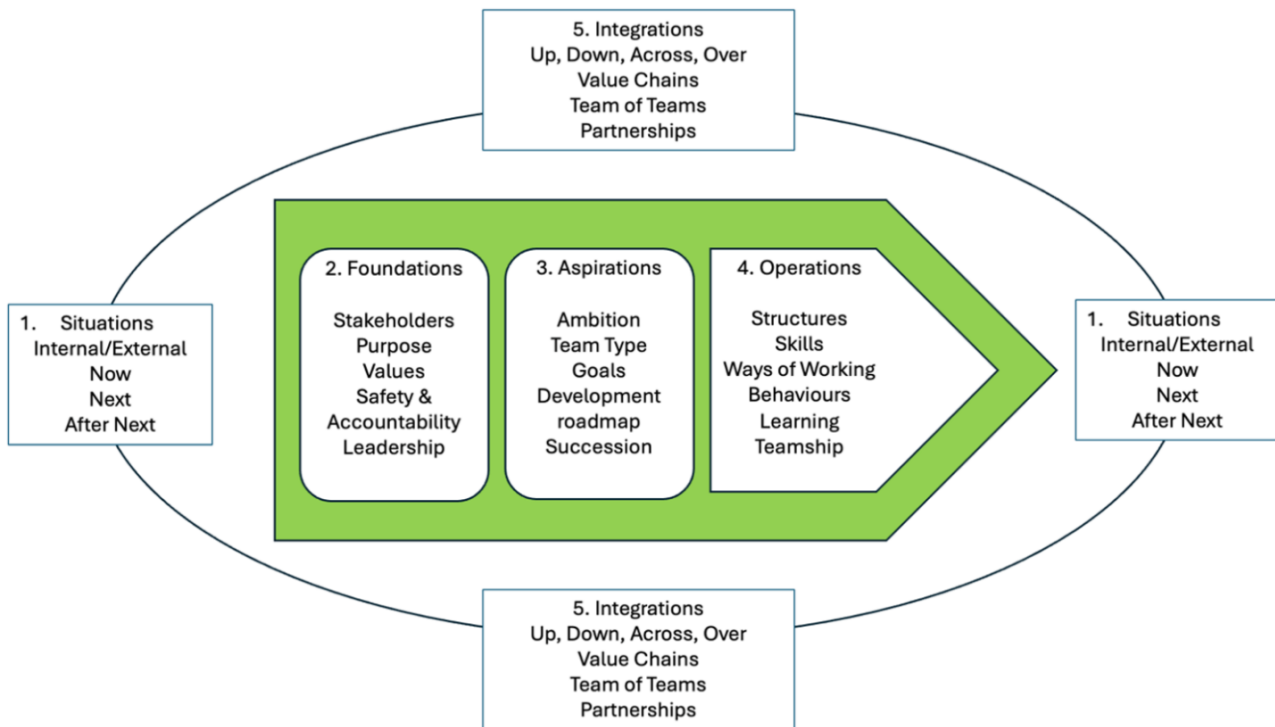


QUICK LEADERSHIP TEAM AUDIT

Red = No, Amber = “On it”, Green = Yes

SITUATIONS		
1	Governance. Does your team report to another team or board? Are you clear about reporting, delegations, decision rights, matters reserved, escalation etc.?	
2	Horizon Scanning. Does the team have a way of making sense of and shaping the business' wider context; now, next, and after next?	
FOUNDATIONS		
3	Stakeholders. Are you clear about who your stakeholders are, and in what form you will serve their needs?	
4	Purpose. Is the enduring essence of what the team does on behalf of its principal/commissioning stakeholder(s) written down and understood by all?	
5	Values. Are the lived values of the team the same as your published values, and are they used to guide decisions?	
6	Safety. Is the team a safe space in which colleagues can freely contribute and challenge? How do you know this? How are you enabling this?	
7	Accountability. Are colleagues mutually accountable for value-adding activities and projects? Or is the team simply a meeting of functional heads?	
8	Leadership. Is the team driving growth together in a sustainable, wellness savvy-way?	
ASPIRATIONS		
9	Ambition. Are you clear about the kind of team do you need to become for your stakeholders? What does this look, sound, and feel like?	
10	Goals. Does the team have long term goals beyond in-year deliverables?	
11	Succession. Is there a succession plan for key roles linked to these goals? Do you have a mechanism for keeping this under review?	
OPERATIONS		
12	Size, Structure, Skills. Has the team got an effective mix of knowledge, skills, and experience? Is the core team as lean as possible?	
13	Ways of Working. Key processes? Meetings architecture and rhythm? Is it clear how and who makes decisions? Quality of conversations? Conflict management?	
14	Behaviours. Is everyone clear about the team's desired (green) behaviours? Do you have a way of managing unhelpful (red) behaviours and difficult relationships?	
15	Learning & Development. Do you have a way of learning and developing as a team?	
INTEGRATIONS		
16	Value Chains/Networks. Are you actively mitigating the risks associated with internal silos; and are you nurturing learning relationships with external partners/suppliers?	



1. Situations

Teams do not exist in a vacuum. Having a common understanding of context, within the business and beyond, and how this may change over time is essential.

2. Foundations

Teams exist to deliver on the needs of their principal (commissioning) stakeholder(s), the essence of which is distilled as the team's Purpose.

3. Aspirations

If you aim at nothing, you will hit it! What kind of team do you need to become in order to deliver on your purpose in an ever-changing environment?

4. Operations

Your team delivers true value when colleagues work together and deliver on collective goals. They are interdependent and hold one another accountable.

5. Integrations

Your team is only as effective as its value-adding relationships with other teams in the business, and external partners and suppliers!

<https://freshairleadership.com/our-5-block-team-framework/>