

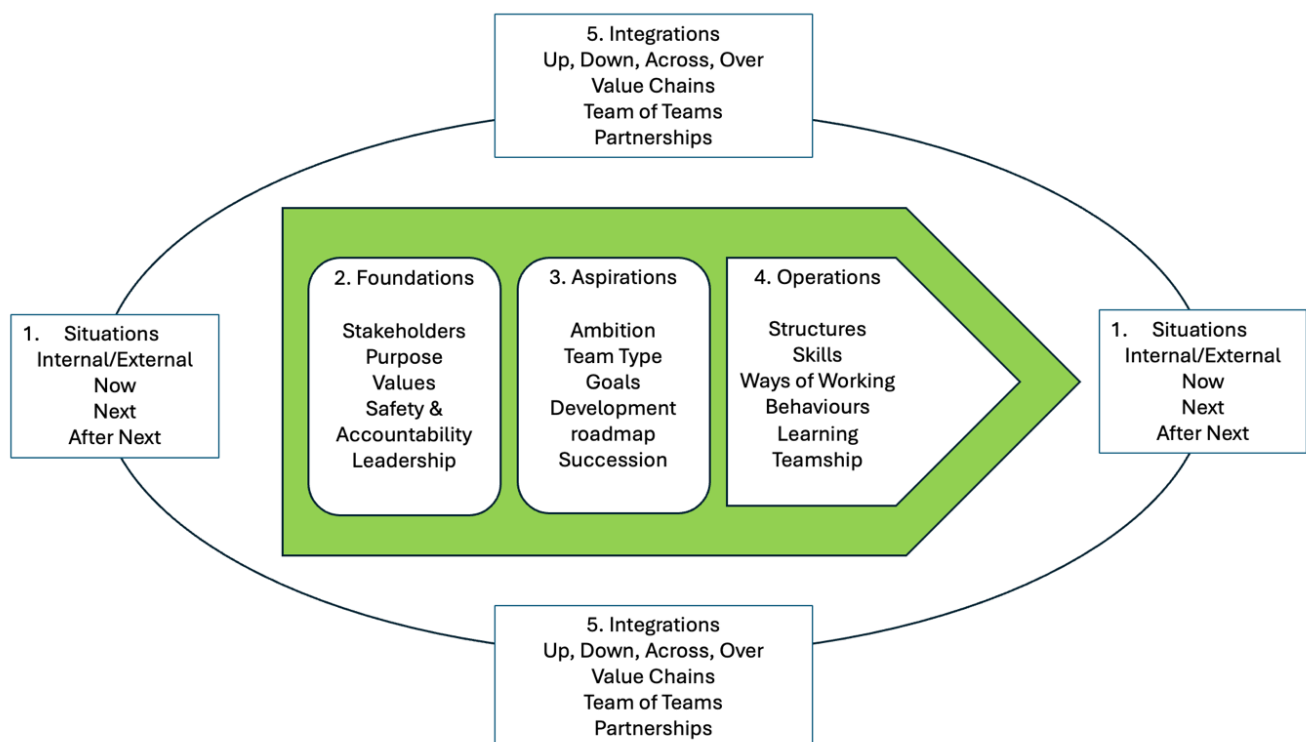
OUR 5-BLOCK TEAM EFFECTIVENESS FRAMEWORK

(Copyright pending)

Drawing on a range of evidence-based team frameworks¹ and our own considerable experience, our 5-Block Team Effectiveness Framework (copyright pending) offers an inventory of the components that make up a highly effective team.

It can be used to:

- ➡ Understand how the team contributes to your business' value chain.
- ➡ Support a team effectiveness audit.
- ➡ Create a systems-view of the team by considering the interplay of components, and identifying levers of performance and dysfunction.
- ➡ Provide the framework for a team charter and capability development plan.



¹ Rocket Model (Curphy, G), 5-Disciplines Model (Hawkins, P), PERILL Model (Clutterbuck, D), Hackman's Conditions for Team Effectiveness (Hackman J. R.).

#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.

Our [Building Better Teams](#) programmes explore a range of tools that will help you do this.

#2. Foundations.

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

Our [Building Better Teams](#) programmes will help you get clear on this and what is needed to create a team environment that enables positive challenge and mutual accountability.

#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?

Our [Building Better Teams](#) programmes explore different team types, goal-setting, and how to plot and commit to your collective improvement journey.

#4. Operations.

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

Our [Building Better Teams](#) programmes will help you build an operating environment that promotes and sustains an effective blend of challenge and support and drives collective performance.

#5. Integrations.

Your team is only as effective as its value-adding relationships with other teams in the business! These can be sub-optimal at best and dysfunctional or non-existent at worst.

Our [Building Better Teams](#) programmes will lift your gaze beyond the team's boundaries to better understand the wider value system you are part of, and the skills and systems needed to play your full part.
