

BUILDING HIGH PERFORMANCE TEAMS

If your teams are growing quickly either organically or because you are acquiring, it is critical to pause and get a sense of the health of your teams. Some of the most important aspects to look at are Team Mission/Purpose, Ways Of Working/Rules of Engagement, Dependencies and Team Structure. You might need to continuously revisit and optimize these as your team grows.

DIMENSION	YES/NO/SOMEWHAT	NOTES
PURPOSE - Is there a shared understanding of why your team exists? Do your teams have mission statements?		
WAYS OF WORKING - Do you teams define norms around how they will work together? Examples: Show engagement & understanding, make work visible, respectfully confront, psychological safety etc.,		
DEPENDENCIES - Is there a clear understanding of what is needed from other teams? Do those other teams understand your needs?		
STRUCTURE - Are you structured optimally to achieve your team mission? Could you be structured differently to improve decision making, resolve conflicts quickly and get things done.		

Interested in a comprehensive team assessment helping you gauge these dimensions and more? Email me at dineshtantri@digithos.com

