Team Model (GRPI)

OCEAN BEACH
C O N S U L T I N G

COMMITMENT

CLARITY

TEAM MODEL

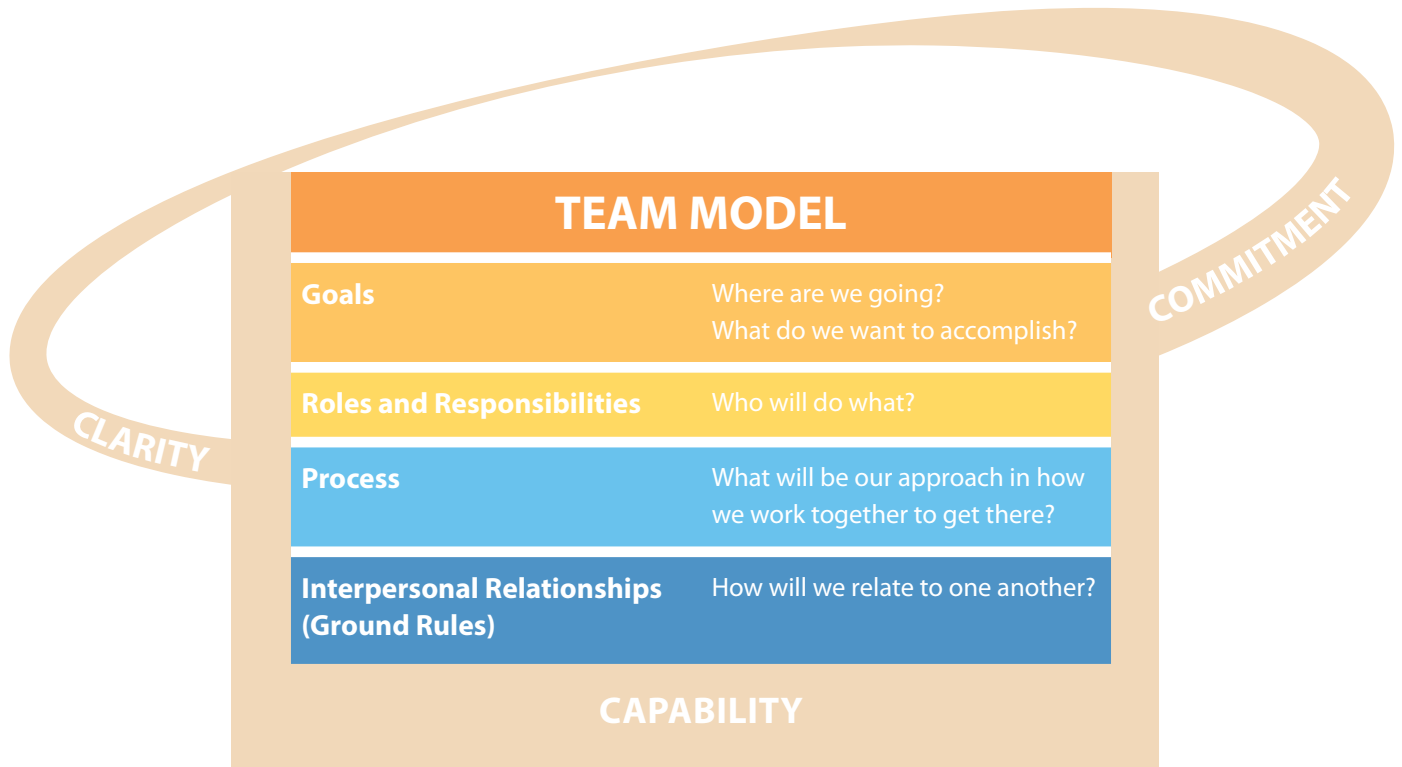|	
Goals	Where are we going? What do we want to accomplish?
Roles and Responsibilities	Who will do what?
Process	What will be our approach in how we work together to get there?
Interpersonal Relationships (Ground Rules)	How will we relate to one another?

CAPABILITY

The **TEAM MODEL** is a tool that can assist teams in ensuring they are operating in the most effective and efficient way in the execution of their work and creation of results. The ability of the team leader to facilitate clarity and commitment around where the team is going, why the direction is important and how they will work together to get there, is a critical step in operating as a high performing team.

NOTES

Assessing Team Effectiveness

Rate your team: 1 = To no extent, 2 = To a little extent, 3 = To a moderate extent, 4 = To a reasonable extent, 5 = To a great extent

GOALS

		NO EXTENT				GREAT EXTENT
1	Goals are clear, e.g., specifically stated, tied to strategies and initiatives.	1	2	3	4	5
2	People are committed to the goals.	1	2	3	4	5
3	There is follow through on goals and actions.	1	2	3	4	5
4	There are clear consequences when goals and/or deliverables are not met.	1	2	3	4	5

ROLES

5	The work is organized in a way that clearly leads to accomplishing team goals.	1	2	3	4	5
6	The leadership is shared where appropriate.	1	2	3	4	5
7	There is maximum use of the different individuals on the team.	1	2	3	4	5
8	The team is resourced effectively.	1	2	3	4	5
9	Everybody is clear on his or her responsibilities and job.	1	2	3	4	5
10	Everyone feels control over the work they have.	1	2	3	4	5
11	Responsibilities are readily accepted.	1	2	3	4	5

TEAM PROCESS

12	Information is shared.	1	2	3	4	5
13	Team continually seeks innovative solutions.	1	2	3	4	5
14	Mistakes are accepted as learning experiences.	1	2	3	4	5
15	Problems are identified and address openly without placing blame.	1	2	3	4	5
16	Decisions are made effectively (e.g. using the Collaborative Leadership Model).	1	2	3	4	5
17	Time is taken to examine our team process to improve the way we work.	1	2	3	4	5
18	Team meetings are efficient and effective.	1	2	3	4	5

INTERPERSONAL RELATIONSHIPS

19	There is trust and openness in communication and relationships.	1	2	3	4	5
20	Every individual is heard and valued for their point of view.	1	2	3	4	5
21	Attention is given to leveraging all perspectives and insights.	1	2	3	4	5
22	Conflict between team members is confronted openly and constructively.	1	2	3	4	5
23	There is flexibility and sensitivity shown to others.	1	2	3	4	5
24	There is mutual accountability for our team goals.	1	2	3	4	5
25	External relationships to our team are managed to the same standards as our team.	1	2	3	4	5