

ADVANCING TEAM PERFORMANCE™

Teams are the lifeblood of many organizations, yet many fall short in achieving their required outcomes. Why?

- They get off to a poor start.
- They get off to a good start, but the landscape changes and they are not equipped to cope.
- They flounder (delays, missed milestones, lost focus) because:
 - Purpose and/or goals are unclear or not accepted.
 - Unclear, redundant or missing roles.
 - Uncertainties or conflicts around scope.
 - No structure for critical thinking, issues analysis or decision making.
 - Overdependence on inferior forms of communication.
 - No system to hold team members accountable.

What's needed is a structure to assist teams throughout their life to help them:

- Get off to a good start.
- Get to productivity state as soon as possible.
- Do their best problem solving and decision making.
- Collaborate effectively in a positive and respectful manner.

ATP (Advancing Team Performance) is a proven approach for both existing teams and new teams, based on over 20 years of marketplace results. It's a series of processes and tools that, when effectively applied, help teams achieve their purpose and goals and maintain healthy and productive work relationships. There are three core elements of the ATP system.



Core Elements of ATP

Team Launch Process

For newly formed teams. There are five essential 'must' strategies that lead to a fast and effective team start-up. These strategies are applied in a Team Launch work session for any new team that needs to compress its "formation-to-productivity" cycle.

Team Assessment Process

For existing teams. Different teams need different solutions. This approach is used to diagnose specific areas of focus that will lead to advanced team performance. Through this process, a customized advancement initiative is created - not a "same size fits all" approach.

Team Advancement Process

For both new and existing teams. Without attention to team process, all teams fall into some form of disrepair. Team Advancement Plans are based on a sound, structured foundation and will help propel the team forward in achieving its purpose and goals.

What Teams Will Benefit from ATP?

For project teams, look for these characteristics:

- High dollar impact, either the cost of the project or the size of the expected benefit.
- Project is complex or requires a long timeline.
- High risk profile associated with the project.
- Project has cross-functional impact/ownership/execution.
- Project team is physically dispersed.
- Project has been assigned by a senior level team member.

For functional teams, look for these characteristics:

- Newly formed departments or functions.
- Recent change of group leadership or membership. Team that are dealing with high levels of change.
- Work groups recovering from a major setback or failure.
- Physically disbursed teams.
- Teams supervised by a leader who is new to the role of manager.

Team Success Factors

New Teams – Team Launch

Teams that are intentional about their start-up process are more likely to achieve their purpose, produce better quality results, and do so faster than teams who skip this critical step. The “first days” of a team’s life are crucial and must be handled with care. The Team Launch process is designed to equip teams with the knowledge and tools to flourish.

The objectives of the Team Launch process are:

- Provide an event for the group to initiate its collective work in a forum where all team members are present.
- Align the team on the key fundamentals that will propel the group forward quickly and effectively.
- Develop a positive attitude toward the team and its purpose.
- Reduce the “cycle time” from team start up to the production of tangible results.

RELATIONSHIPS

Positive, respectful & trusting

PROCESSES & TOOLS

Consistent & effective methods for team output

ROLES

Clarity & acceptance of team members’ responsibilities

GOALS

Clarity, commitment & accountability to the team’s goals

PURPOSE

Clarity, understanding & acceptance of the team’s purpose

The ATP process insures your team is aligned in the five critical areas of team performance



Existing Teams – Assessment and Advancement

Different teams need different solutions. The ATP Assessment Process is a proven approach to diagnose specific areas of focus that lead to advanced team performance. Through this process, a customized advancement plan is created - not a “same size fits all” approach.

The objectives of the Team Assessment process are:

- Diagnose how the team is performing in the five key areas of the ATP Team Effectiveness Model:
 - Purpose
 - Goals
 - Scope and Team Role
 - Procedures
 - Relationships
- Employ a consistent and repeatable format to measure team effectiveness.
- Gain participation from all team members and the team leader in the survey process.
- Collaborate with the team to interpret survey results.
- Jointly determine specific areas of focus to propel the team forward.