

# TEAM EFFECTIVENESS

DRIVING TEAM PERFORMANCE TO  
ACHIEVE IMPROVED BUSINESS RESULTS



The Oakridge Team Effectiveness Programme “Is the best thing you can do to get your team onboard, self-motivated and fully committed to engagement...”

**Steve Richmond**  
Head of Zoladex and Zomig  
AstraZeneca

# TEAM EFFECTIVENESS

Team effectiveness is an integrated and flexible approach that is appropriate for teams at all stages of their development.

It is about improving the performance of people and teams, across an organisation. It includes a set of conditions and phases of development that help leaders drive effective team performance to achieve their desired business results.

Ultimately, team effectiveness drives a team's commitment, producing phenomenal results. A recent study by the Hay Group backs this up. It found that when teams are working at full capacity they can improve their financial impact by 30%.

## THE TEAM EFFECTIVENESS JOURNEY HAS 3 KEY AREAS OF FOCUS WHICH ARE:

➤ A clear understanding of who is on the team and what they bring to the team

➤ Clarity on what the task of the team is

➤ Clarity on how the team will best achieve the task

## TEAM PERFORMANCE ISSUES

If you are wondering whether an Oakridge Team Effectiveness programme might work for you or your Team then consider these key issues that might help towards planning TE intervention

- Establishing clear Roles and Responsibilities
- Conflict
- Change
- A lack of Clarity
- Need to gain Team Commitment
- Uncertainty

“We achieved significantly greater levels of trust in each other. Clarity of roles and accountabilities. Individuals build resilience and support each other. Much greater engagement and enjoyment at work and more development and growth.”

# BENCHMARK YOUR TEAM'S EFFECTIVENESS NOW BY USING OUR 14 KEY INDICATORS

“Acting as a virtual team, we had to pay a lot of attention to key indicators, seven to ten, as well as key indicator fourteen. This made sure we became excellent as a virtual team.”

Ask individuals in your teams to rate against these indicators to give you clarity on where to focus team energies and to raise awareness of how the team can begin to operate more effectively.

14 Key Indicators for Effective Teams		Rating Score 1-10 1 = Low
Key Area	Key Indicators	
A clear understanding who each person in the team is and what they bring	1. We have clear roles as part of this team	
	2. We get the best out of one another	
	3. We get the best out of our leader	
Clarity on what the task of the team is	4. We have an agreed view of why this team exists	
	5. We have a vision for our Team's success	
	6. We have agreed longer term objectives	
	7. We have our key "must wins" for the next 3-6 months	
	8. We have clarity on what customers expect	
Clarity on how the team will best achieve its task	9. We have a good climate of trust	
	10. We have clear agreed ways of how we work together	
	11. We have ground rules for dealing externally	
	12. We have a plan for managing our profile	
	13. We have a product/service improvement plan	
	14. We give each other feedback and coaching	



## SO HOW DID YOUR TEAM SCORE?

**Oakridge offers Bronze, Silver and Gold Team Effectiveness Events and Programmes. To accommodate different needs and budgets these offerings can be further tailored to meet your requirements:**



 **BRONZE**  
1-2 day event

- Day 1
  - Who we are and why we are here?
  - Team relationships and understanding difference
  - Team Diagnostic Tool.
- Day 2
  - Team Timeline inc Team Interpretation & feedback
  - Ownership of 12-month plan forward Team Purpose
  - Where we are going (Vision)
  - Team engagement

 **SILVER**  
TE Programme

- Includes
  - Up to 4 sessions over 6-12mths
  - 1-2 coaching sessions with the leader
  - To embed behaviours, self-awareness, etc.
  - Use of 14 Indicator Team Diagnosis + follow-up Provide feedback to team and/or leader with observations from day to day or via event itself, etc.
  - Improvement of flexibility of behaviours in action
  - Re-contracting as well as where to go next
  - Ascertain how to maintain TE within the team post 4 sessions – sustainability of TE

 **GOLD**  
TE Programme

- Includes
  - Over 12-18 month period, typically 6-8 sessions
  - 3-4 coaching sessions with the leader
  - Work the 14 indicators
  - Tailor made sessions against diagnostic
  - Team Ownership & engagement
  - Driving improvement Stakeholder perspectives
  - Develop communications strategy
  - Raise team profile, raise the awareness of the impact and purpose of the team.
  - Improve internal and external credibility
  - Develop a plan forward to sustain in the future

## Interested? Want to find out more?

Please contact Natalie, our Business Support Manager, for more information on:

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