

Team Effectiveness Audit:

Identifying better ways to pool experience, expertise and energy



Understand and shape the performance of your team.

This is a practical process designed to improve team productivity, efficiency, dynamics and alignment.

Leadership teams at all levels need to be agile, innovative, engaged and focussed as they lead organisations and groups through challenges and opportunities.

Good intentions, admirable commitment and boundless energy are helpful but not enough to deliver goals consistently, effectively and efficiently. This takes teamwork – the pooling of experience, commitment, expertise and resources.

The move from 'Team' to 'High Performance Team' is not an accidental journey. It is one that is considered and wisely executed.

The 'Team Effectiveness Audit' enables this journey by giving you insight into your team from the perspective of 12 key elements.

High Performing Teams

...driven by common goals

...linked by common endeavour

...compelled by common vision

Insight into your team from 12 key perspectives.

Structure & Composition How structure is influencing team productivity and efficiency.	Interaction Dynamics How the interaction styles, activities and outlooks shape team performance.	Patterns of Behaviour The helpful and unhelpful patterns that the team have adopted.	Self Imposed Limitations The outlooks, assumptions and rules the team imposes.
Mechanisms & Procedures The arrangements and practices of the team.	Handling of Conflict The productive and helpful way that the team manages disagreement.	Controls & Accountability How 'in control' the team is in terms of its focus, direction and results.	Innovation & Development How well the team engages in innovative thinking and attitudes.
Goal Setting & Monitoring The way goals are set and how they shape behaviours and focus within the team.	Visioning & Pioneering The 'altitude' range within the team - the way that it engages in aspirational thinking.	Working Preferences How the team prefer to work and the ramifications this has.	Discussion & Debate How helpfully and easily the team engages in discussion and debate.

Activities of the Team Effectiveness Audit.

There are 5 distinct stages to the Team Effectiveness Audit. Each stage is implemented by a highly experienced coaching practitioner with solid experience and proven success in team coaching.

Team 360	The team engages in a 360-degree questionnaire providing a vivid snapshot of perceived team performance. The 54-item questionnaire is completed online and is focussed on the '9 types of work' model of the renowned Margerison-McCann team performance research.
1:1 meetings	A detailed discussion takes place with each individual in the team to establish their perceptions of team context, challenges, dynamics and mechanisms. A 'thought provoker' is issued in advance to make the most of the interaction.
Observations	An experienced coach attends selected meetings to observe the team at work and note the dynamics, practices, groupings and culture. A detailed checklist is followed and the information is fed into the audit report.
Effectiveness Report	Using all of the insight gained in the above activities we develop a detailed report about the preferences, mechanics, dynamics, focus and alignment of the team. We will list a series of decisions, actions and options that can be used to significantly improve the effectiveness of the team.
Effectiveness Workshop	We present our findings to the team providing insight, exploring meanings, answering questions and detailing the recommendations. This is a highly engaging activity designed to inform, motivate and enthuse the team.

This is a practical process designed to improve team productivity, efficiency and alignment.

Contact Jonathan Frost to arrange an informal chat about how Discovery Coaching's cost effective Team Effectiveness Audit can trigger significant change in the performance of your team.

Tel: +44 (0)131 319 2289
Email: info@discoverycoaching.co.uk
Web: www.discoverycoaching.co.uk



Discovery Coaching Ltd is a specialist management consultancy based in Edinburgh and operating throughout the United Kingdom.

We have an innovative and highly successful approach that has proved popular with a wide range of organisations from multinationals through to SMEs.

We work with Leadership Teams, Leaders, Managers and Key Influencers.

Our clients include:

