



## ADRIAN BAILLARGEON TEAM DYNAMICS ASSESSMENT OVERVIEW

A plethora of research has been completed over the past century searching for what makes a high performing team. In the 1960's Bruce Tuckman identified five stages of team development. In 2002, Patrick Lencioni published The 5 Dysfunctions of a Team. Both of their works remain relevant today.

More recently McKinsey, MIT and Google conducted in-depth studies on what it takes for teams to perform effectively. Psychologist Amy Edmondson's work on psychological safety is another piece that has come forward as relevant information for leaders to consider,

When you look at all the work that has been completed in the space - there are two components that capture the essence to what enables teams to perform at a high level - quality relationships and clarity amongst the team.

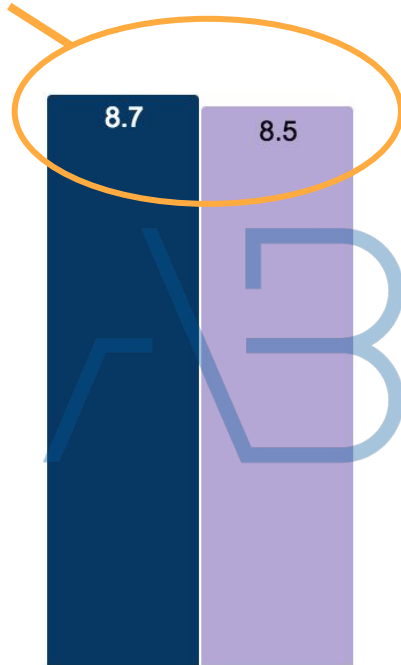
Quality relationships refers to relationships amongst team members, based on trust, safety, ability to manage conflict and provide feedback. Clarity across purpose, objectives, roles, responsibilities, behaviours and what drives each individual's performance energy is critical to team success. Both factors are also strongly linked to being agile and adaptive organisations and are key to the development of a learning environment.

Using these insights, the AB Team Dynamics Assessment can help establish the foundations of an outperforming team. The assessment helps organisations gauge the quality of relationships and level of clarity within teams. It provides a vehicle of initiating meaningful discussions around perceived strengths, potential blind spots and enablers to success.

The following three examples demonstrate a three components of an assessment. The full assessment take less than ten minutes to complete

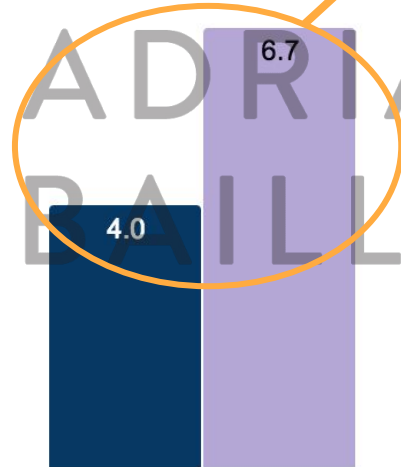
## Company X Team Dynamics Assessment

Indication of a positive component of team culture.



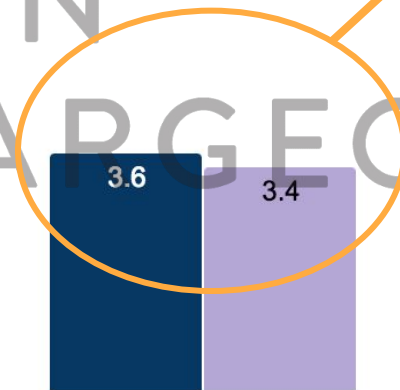
Ask another member of this team for help

Indication of potential clashes or team blind spots. Often the cause of team dramas.



Bring up problems and tough issues that involve others within the team

Indication of potential prohibitive component of team culture.



Comfortable with sharing personal challenges from outside of the workplace

Team  
Oneself

My Team Dynamics Assessment is one of the tools I use to help establish the foundation of successful teams. The insights and discussions are one component of fostering a highly functional, high performing organisation. Typically these teams are characterised by deep relationships and high levels of clarity, allowing a team to outperform and deliver beyond expectations.

The assessment is ideal for:

- HR leaders who support various businesses, departments and teams;
- Leaders who have taken over a new team and have worked together for a minimum of 2 months;
- Leaders who are looking to re-ignite the potential of a team, tap into the potential not yet reached and evolve from a good team to great;

To discuss how you can undertake the assessment and kick off the process of establishing the foundations of an outperforming team, give me a buzz and we can do go from there.

Cheers

Adrian

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