

# Team Development Overview

## AJO's Four-Phase Process

### PARTNER

- Assess need for team development i.e., size & structure, clarity of purpose, capabilities, leadership, behavior and chemistry
- Determine outcomes and stakeholder roles
- Select team coach: Recommendation(s) from AJO; Biography(ies) presented.
- Develop Letter of Agreement: Outline for team development, team coach, process, investment

### PLAN

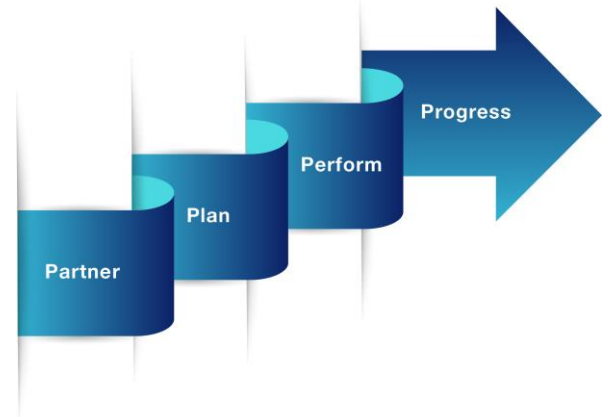
- Provide program materials and development guide
- Conduct team assessments (360° interviews or other)
- Quantify the difference between current performance, capabilities and desired results
- Define key performance indicators
- Prepare team development map
- Review team development map with all stakeholders

### PERFORM

- Implement targeted interventions which may include:
  - Educational team workshops
  - Facilitated team interventions
  - Observations & feedback
  - One-on-one, dyad/triad or group coaching
  - Leader coaching
  - Real-time team coaching
  - Work-group facilitation
  - Simulations
  - Strategic planning/visioning
  - Process re-engineering
  - Team development off-sites
- Continual communication with all stakeholders

### PROGRESS

- Measure progress, outcomes and accomplishments
- Provide recommendations for future development and reinforcement beyond the team engagement
- Checkpoint/survey with stakeholders to gain feedback on process, ROI, learning and team coach



### Team Development Needs Assessment Checklist

Use this checklist to identify optimal scenarios for team coaching impact in your organization:

- Need a new high-performing team and fast
- Start-up team or team with influx of new members
- New leader recently assigned
- Under-performing team aspiring to achieve much more
- Team facing aggressive growth and innovation goals
- Team seeking to improve engagement/satisfaction scores
- Leadership team in transformation, preparing for massive market and/or organizational restructuring
- Global, virtual or cross functional teams with interaction challenges
- Team experiencing conflict dynamics

