



**Creating A
Shared Team
Vision and
Direction**

- We have a clear, deep and agreed sense of purpose and direction – relevant to both the team and the organisation
- Team members understand how they personally and collectively contribute to the Vision and Direction through what they do
- We resolve tensions between personal, team and organisation expectations in order to move forward
- We are able to meet short term demands without compromising a long term vision

**Cocreating Goals
and Facilitating
for Results**

- We jointly set clear, well-defined and achievable goals and outcomes that ensure success
- We implement actions related to our goals and follow up on their effectiveness
- We keep each other on track and moving forward despite any obstacles
- We enable others to achieve results through understanding what drives and motivates them to succeed

**Being
Mutually
Accountable**

- We hold each other accountable to keep team commitments and support team decisions
- We identify and effectively manage risk so that we can achieve our goals and outcomes
- Information is widely shared amongst the team and the broader organisation so that we have it when it is needed
- We value collective success more than individual achievement

**Agreeing Values,
Practices and
Behaviours**

- There is a clear and consistent set of values that govern the way we do business and work together
- We align our practices i.e. our symbols, systems, structures and rewards with our values
- We identify barriers to performance and drive continuous improvement for ourselves and in our processes
- Each team member takes personal responsibility to improve their own and the team's performance

**Appreciating
and Using
Team
Differences**

- We acknowledge, appreciate and learn from different motivations, perspectives, work styles and traditions
- We leverage individual differences to solve problems creatively and increase our range of alternatives
- We continuously search for new and unique propositions to bring value to the work we do
- We embrace differences to create team spirit, stimulate creativity and generate commitment

**Exploring
Possibilities
and
Perspectives**

- We take time to explore and innovate as part of the way we work together
- We look outside our team and organisation to broaden our perspective, learn from others and anticipate the future
- We are flexible, adaptable and positive; changing our plans to overcome unforeseen circumstances and obstacles
- Our team demonstrates positive energy and enthusiasm for the work we do

**Building
Team
Identity**

- We have a genuine desire and commitment to connect to and support each other
- We have a deep understanding of our own team and our stakeholders' wants and needs
- We celebrate as we accomplish tasks and reach agreed milestones
- We notice team member contributions regularly and appreciate them openly

**Strengthening
Team
Capabilities**

- We have the talent and capability necessary to achieve our goals
- We know and leverage each other's strengths and find ways of tapping hidden potential
- We coach each other and invest in development as part of our ongoing commitment to learning and growth
- We seek and synthesize data and ideas to create and discover something new and better

**Championing
Results and
Overcoming
Challenges**

- We look at "what more" can be achieved to stretch and challenge the team
- We focus on making timely decisions and delivering results
- We raise and discuss the most important and difficult issues in team meetings
- We ask for and give constructive feedback to each other in order to improve team performance