



High Performing Teams ... Choose Your Own Adventure

ADVENTURE 1 Creating Team Alignment

1. What is the purpose of this team?
2. What will success look like, what are the key metrics?
3. Why is this important?
4. Who has defined these metrics? Why are they valid and achievable?
5. What are the specific timeframes or other considerations?
6. What other factors or motivations or review mechanisms need to be considered?
7. In a concise sentence summarise the goal.
8. What actions will you take to create team alignment? When?

ADVENTURE 2 Creating a Team Code of Conduct

1. What are our minimum standards of meeting attendance, performance, and teamwork?
2. How will we treat each other? What behaviours are acceptable and not acceptable?
3. What are the consequences of unacceptable behaviour?
4. What would you recommend as the decision-making process? Why?
5. What are some alternative decision-making processes you may consider?
6. How will we, manage and mitigate non-performance as a team member?
7. How will we manage conflict as a team?

ADVENTURE 3 Building Trust and Rapport

1. Be accountable – do what you say and meet your commitments.
2. Be consistent in your behaviour
3. Be curious and listen to each other – listen to understand not to defend
4. Take the time to explain your thinking and create understanding.
5. Be vulnerable and authentic
6. Speak with honesty, radical candour.
7. Admit your mistakes and failures
8. Be respectful, helpful, and kind
9. Be patient
10. Make an effort and allocate the time to get to know each other

