



EQUENTI

LEADERSHIP & LEARNING



TEAM EFFECTIVENESS DIAGNOSTIC

WWW.EQUENTI.COM



TEAM NAME:

Team Leader:

Team Members (names, role titles):

To evaluate your team effectiveness, we're going to walk you through the **ESIP Critical Alignment Model**.

- ENVIRONMENT
- STRUCTURES
- IMPLEMENTATION
- PEOPLE

ESIP ensures that we deliberately consider the big picture aspects of our decisions and what we want the outcomes to look like, the structures we need in place to support our goals, the day-to-day actions that will be required to achieve the outcomes, and the people who will be important in making it possible.



ENVIRONMENT

It includes categories such as *Mission, Vision, Purpose, Values, Beliefs* etc.

What is the core purpose of the team?

What contribution does the team make to your company's strategy?

Who are the customers / clients?

What are the strengths of the team?

What challenges does the team face?

Describe the team culture?

What are the values of the team?

What are the team's not negotiable standards?

What does success look like?

If nothing could hold you back, what would your team be doing / saying / feeling / thinking?



STRUCTURES

It consists of the systems and structures, planning and organization, benchmarks, categories of performance, etc

What are the top 3 goals of the team?

How is the team arranged (structure)?

Does everyone in the team have sufficient role clarity?

What do you measure? (KPIs) Do these help you to actually make decisions?

Does the team possess adequate flexibility in skills, rostering, leave coverage, etc?

Does the team have adequate resources – time, people, budget, authority to make local decisions?



IMPLEMENTATION

It is the doing part of the model. What is it that is being done that is set up through the E and I.
The action taken.

What products / services are delivered by the team?

Are goals usually achieved on time, or are they usually delayed? Why?

How well are the team's procedures established and adhered to?

How often does the team leader meet 121 with team members?

Do you have regular team meetings to communicate common goals / info?

How effective are your team meetings?

How do you collect feedback from and about the team?



PEOPLE

It can be who is involved, the quality of relationships, the discussions, feedback, etc.

What do your customers / peers / collaborators say about your team?

What drives / motivates your team?

What demotivates your team?

What is the behavioural profile of the team?



Is everyone performing to a good standard?

How is conflict addressed and resolved in the team?

How well is the team connected to networks internally and externally?



THE GAME PLAN

Based on this evaluation, our top team effectiveness priorities are:

ENVIRONMENT	STRUCTURES	IMPLEMENTATION	PEOPLE



ANGELA KONING

EQUENTI LEADERSHIP & LEARNING

Angela believes that with better self-awareness, everyone can improve their self-belief, change the way they think and reimagine how they see themselves in the world. She brings together 20 years of experience in leadership development, team building and human resource management to deliver insightful programs via experiential learning, equine-assisted learning and corporate workshops.

Angela's formal qualifications include a Bachelor of Business Management, Graduate Certificate in Business Administration, Diploma of Arts (Teaching & Learning), Certificate IV in Competitive Systems and Practices and Certificate IV in Training and Education. Her professional accreditations include the LifeStyles Inventory (LSI), Team Management Systems, DISC Advanced and ProSci Change Management.

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CALL | 0467 727 107

EMAIL | angela@equenti.com