Team Performance Model

1. Orientation
   - Why am I here?
   - Purpose
   - Team Identity
   - Membership

2. Trust Building
   - Who are you?
   - Mutual regard
   - Fidelity
   - Reliability

3. Goal Clarification
   - What are we doing?
   - Explicit assumptions
   - Clear integrated goals
   - Shared vision

4. Commitment
   - How do we do it?
   - Assigned roles
   - Allocated resources
   - Decisions made

5. Implementation
   - When, where?
   - Clear processes
   - Alignment
   - Disciplined execution

6. High Performance
   - WOW!
   - Recognition & celebration
   - Change mastery
   - Staying power

7. Renewal
   - Why continue?
   - Spontaneous interaction
   - Synergy
   - Surpassing results

Unresolved
- Disorientation
- Uncertainty
- Fear
- Caution
- Mentality
- Facade
- Ability
- Skepticism
- Inherent competition
- Dependence
- Resistance
- Overload
- Disharmy
- Conflict / confusion
- Misalignment
- Missed deadlines

Creating
1. Orientation
   - When teams are forming, everybody wonders WHY they are here, what their potential fit is and whether others will accept them. People need some kind of answer to continue.

2. Trust Building
   - Next, people want to know WHO they will work with—their expectations, agendas and competencies. Sharing builds trust and a free exchange among team members.

3. Goal Clarification
   - The more concrete work of the team begins with clarity about team goals, basic assumptions and vision. Terms and definitions come to the fore. WHAT are the priorities?

4. Commitment
   - At some point discussions need to end and decisions must be made about HOW resources, time, staff—all the bottom line constraints—will be managed. Agreed roles are key.

5. Implementation
   - Teams turn the corner when they begin to sequence work and settle on WHO does WHAT, WHEN, WHERE in action. Timing and scheduling dominate this stage.

6. High Performance
   - When methods are mastered, a team can begin to change its goals and flexibly respond to the environment. The team can say, "WOW!" and surpass expectations.

7. Renewal
   - Teams are dynamic. People get tired, members change. People wonder "WHY" continue? It's time to harvest learning and prepare for a new cycle of action.

Sustaining

Unresolved
- Boredom
- Burnout
- Overload
- Disharmy
- Conflict / confusion
- Misalignment
- Missed deadlines

Resolved
- Recognition & celebration
- Change mastery
- Staying power

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