



BUILDING

People start to work together and understand who is in the team, what the team is about and what it's set to achieve together, and what's their individual contribution.

1. TEAM CREATION



Transition: ensuring that predecessor will transfer all knowledge and tools available

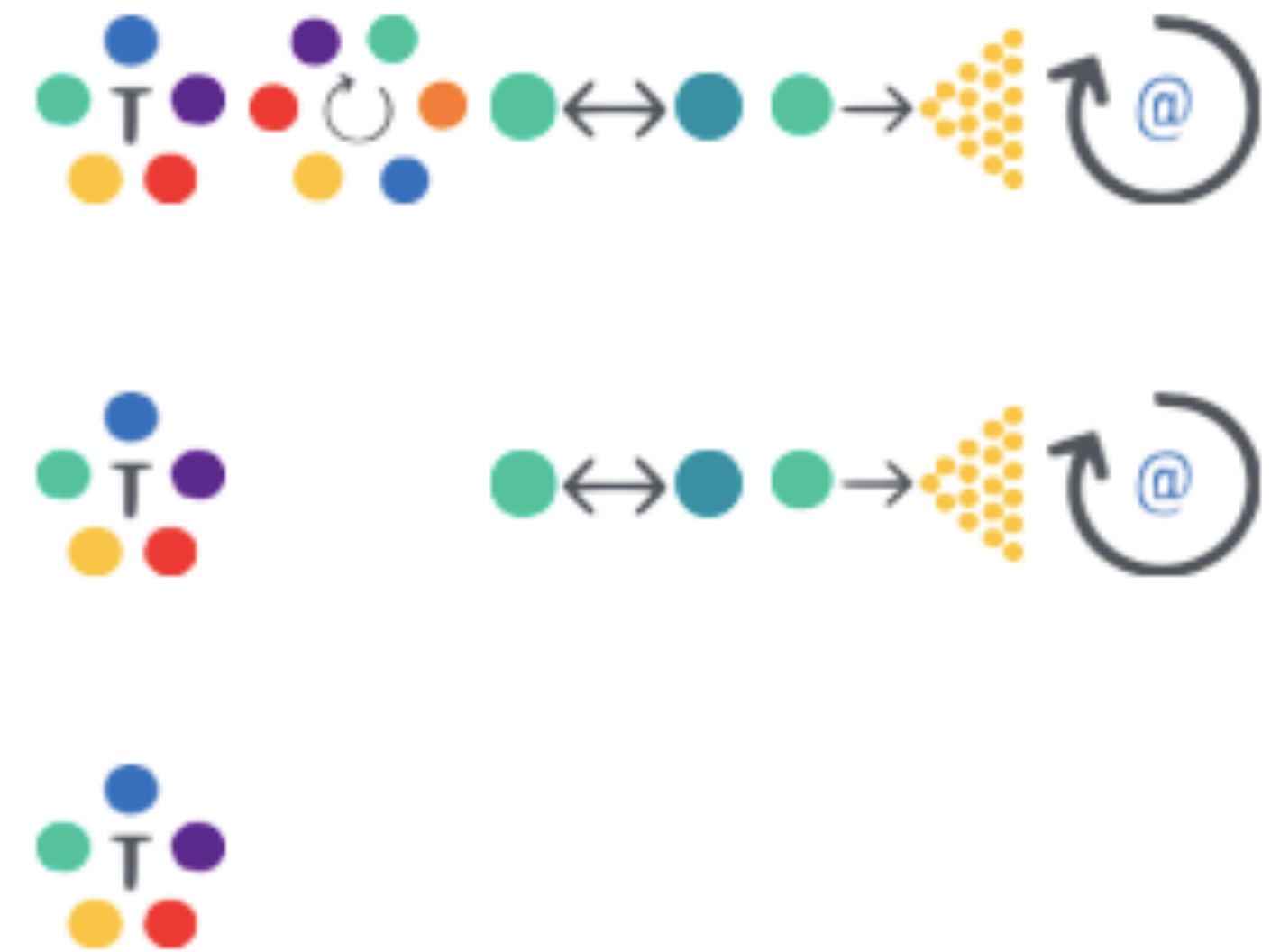


Functional Skills and Core competence:

understanding what function and team are about - competence on how to lead team and do operations



Team Rules: getting familiar with team to co-create basic norms and expected behaviors in accordance to organizational values

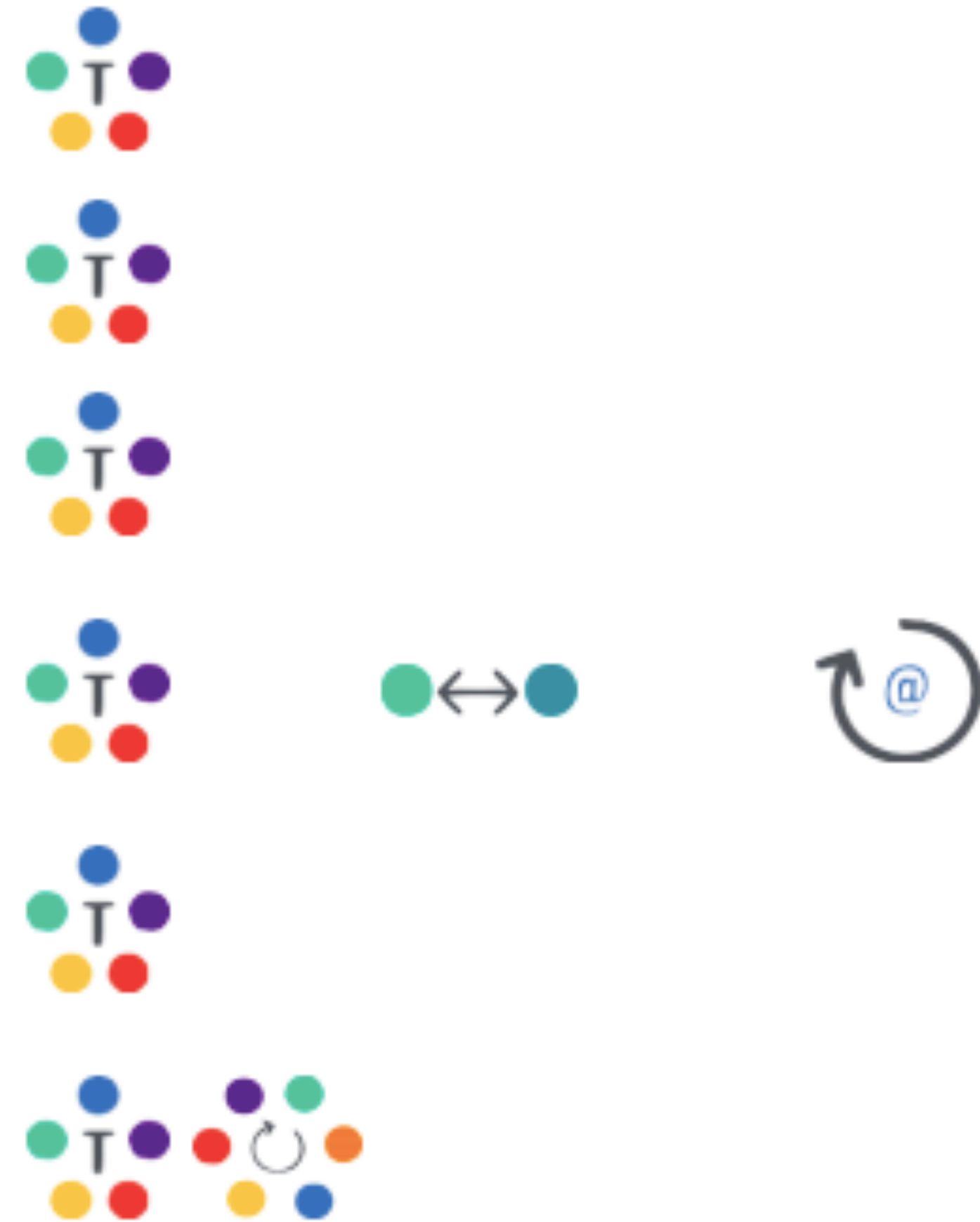


*All Values should be lived through all Team Standards.
Check what are the recommended GLEs for each topic.*

2. TEAM PLAN

→ BUILDING

- ✓ **Team Purpose:** creating a picture of success for the team and connecting with individuals
- ✓ **Goals:** defining targets and measures of success for the team
- ✓ **Strategies:** defining strategies for achieving goals and purpose, in terms of projects/plans
- ✓ **JDs and Timeline:** allocating plan's tasks to specific individuals, and creating a clear and logical order of things that should be done, with clear deadlines
- ✓ **Budget:** predicting incomes and expenses over the team duration
- ✓ **Team Development Goals:** understanding team dynamics and how each member can contribute to each other for a common goal



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3. INDIVIDUAL PLAN

- ✓ **Initial LDA:** ensuring that all members take initial Leadership Development Assessment
- ✓ **Personal Development Plan,** which include:
 - **Competence Development Plan:** aligning individual development plan with LDA results, competence assessment and individual motivation for learning
 - **Personal Functional Goal:** setting performance goal aligned with members' JDs and ambitions
 - **Individual Action Plan:** making plans for achieving personal development and operational goals throughout team experience in accordance to organizational values and competence



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