



# 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.*

---



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

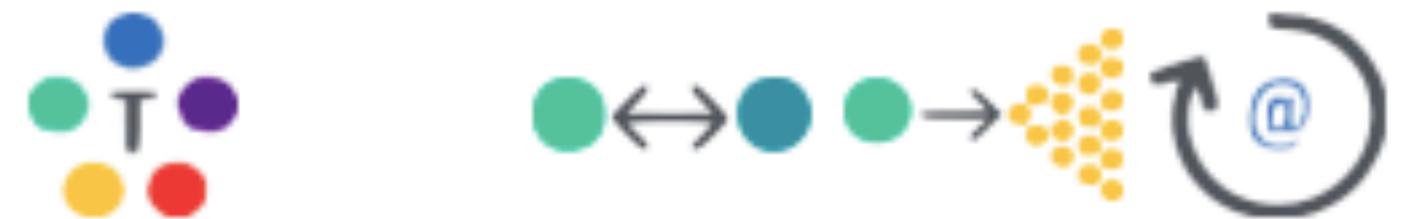
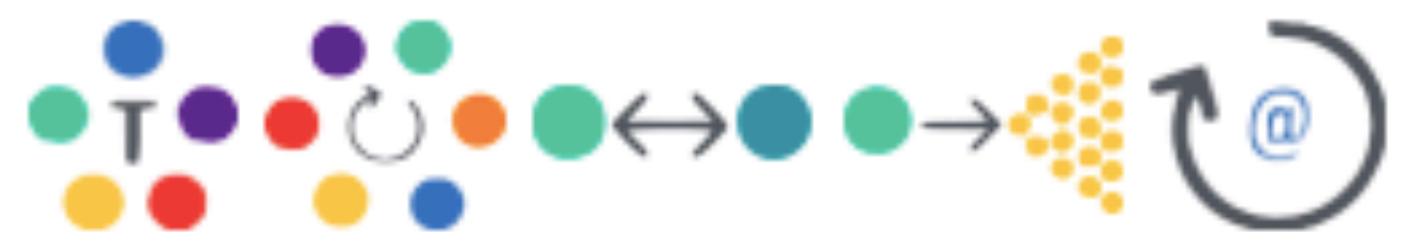


**Functional Skills and Core competence:**

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

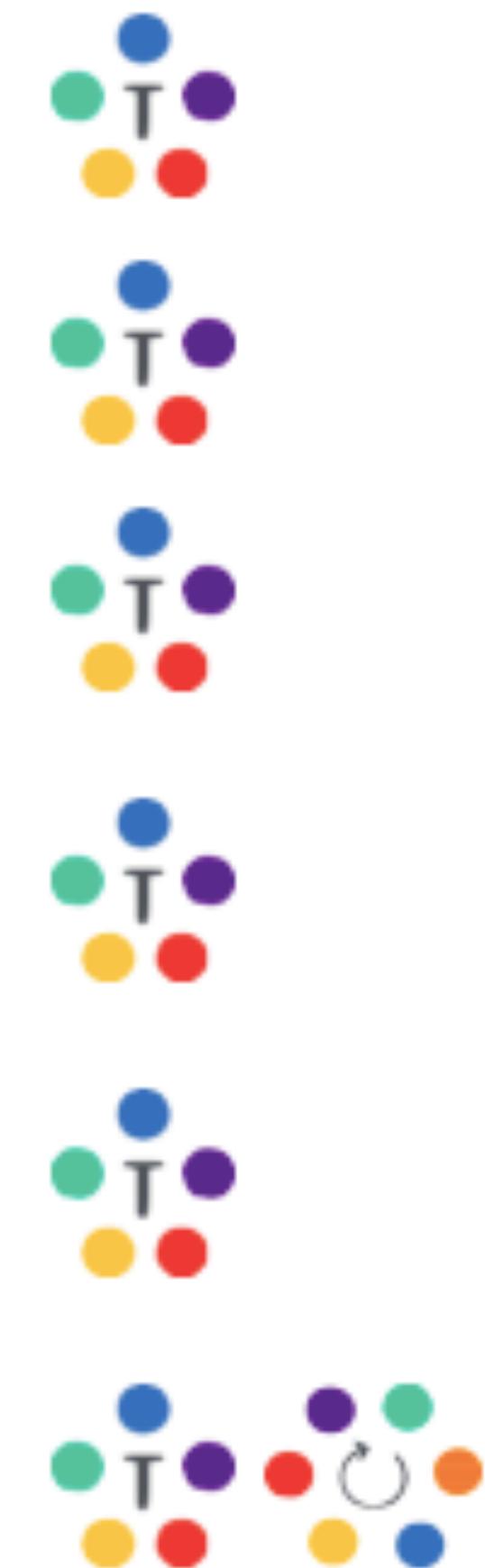


*All Values should be lived through all Team Standards.  
Check what are the recommended GLEs for each topic.*

## 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



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

### 3. INDIVIDUAL PLAN

## → BUILDING

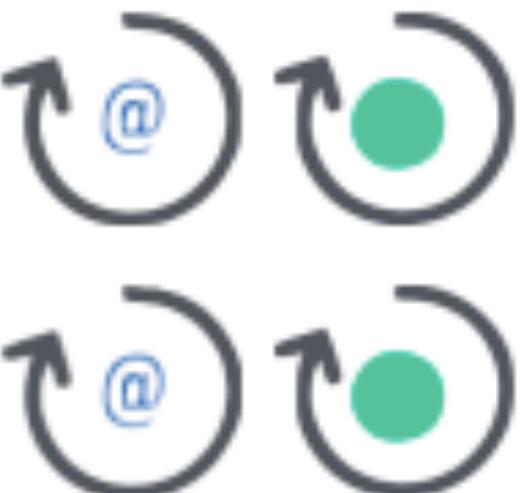


**Initial LDA:** ensuring that all members take initial Leadership Development Assessment



**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



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