



MICHELLE HOWARD
Tailored Strategic Development

The Team Assessment Framework

The Team Assessment Framework is a powerful diagnostic framework designed to assess, review and build team engagement to bring about organisational growth and drive improvements. It considers the ability of the team to engage and perform taking into consideration four interlocking elements:

STAGE OF TEAM DEVELOPMENT
ORGANISATIONAL CONTEXT
TEAM LEADERSHIP
INDIVIDUAL BEHAVIOUR

Teams do not operate within a silo but are embedded within a larger organisational entity comprising different levels of social entity for example individual, team, and organisation. All elements are topologically linked each playing an influencing part.

Many diagnostic tools focus on individual team engagement but there are few that consider the complexity and interdependency of these four elements to develop successful behaviours, engendering successful team engagement.

Each element is assessed through the framework and dominant influencing factors are identified.

Figure 1: Interaction between the team, team leadership and the organisation

People and teams are complex and no assessment framework can be guaranteed, however this framework gives due consideration to interdependencies providing excellent insight, and engendering successful engagement.

Why Are Engaged Teams Important?

Research shows employees who are engaged in their work are motivated and productive. Companies with high levels of team engagement experience 40% lower staff turnover.

And those with top quartile engagement scores achieve 12% higher customer advocacy and twice the annual net profits than those in the bottom quartile (Rayton et al, 2012).



Figure 2: The interdependency of team engagement

Poor team engagement creates:

- Job dissatisfaction
- Personal stress
- Poor productivity
- High absenteeism

This scenario will damage:

- Productivity
- Learning
- Collaboration
- Accountability
- Successful growth

The optimum position for any organisation is to have an engaged team facilitated by a skilled leader to deliver improved performance, at every level.

How Does the Team Assessment Framework Help You?

The team assessment framework brings insight through the distribution of online assessment surveys and hosting of individual focus groups providing valuable information to the organisation. The results allow you to address skills and organisational gaps which must be addressed to support effective team engagement.

Our Approach to You

At a time that works for you we plan, collect, analyse, recommend and present results bringing objectivity, expertise and understanding to the process.

PLAN	COLLECT	ANALYSE	PRESENT
Identify area of focus	Distribute online questionnaires	Analyse data	Present results to stakeholders
Agree scope	Collect inputs on what is going right, what can be improved and what needs to be addressed.	Identify recommendations	Agree actions to implement the framework
Identify stakeholders		Produce a preliminary report	
Agree and communicate schedule		Obtain feedback and validation	

To Find Out More and Book a Team Assessment

Email bookings@michellehoward.co.uk
or call 07719 985672.

