

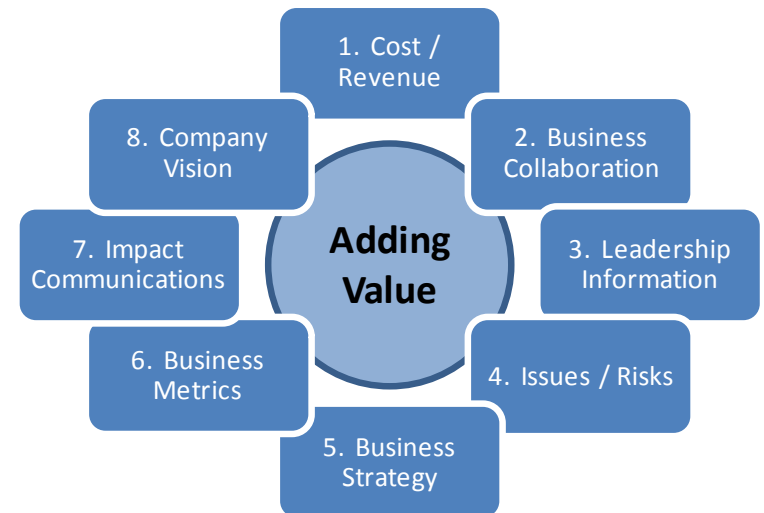
ARE YOUR TEAMS ADDING VALUE?

Delivering effective team work in today's business climate is a mixture of art and science, of give and take, of good and bad, and (sometimes) ugly. The pressure on a team to bring expected results can be unbearable, unless you are certain that the team is indeed adding value. Take a quick look at your teams and evaluate whether they are adding the maximum value possible to your organization.

VALUE ELEMENTS

Eight elements indicate the level of value your teams are adding to your company. These eight factors combine to paint a clear picture of how successful the team is...and where they can be more effective. Here are the eight:

1. Connecting work and results to increasing revenues, minimizing costs, or both.
2. Collaborating effectively with line businesses.
3. Keeping leadership informed of progress, challenges, and results.
4. Proactively managing issues and risks.
5. Connecting work and results to business strategies and tactics.
6. Measuring and reporting business metrics.
7. Planning and managing communications with impacted teams and individuals.
8. Acting in accordance with the company's vision, mission, culture, and values.



VALUE ASSESSMENT

When you measure your teams against each value element you will clarify what is working well and where improvement opportunities exist. You will be able to zero in on where they are adding value. Assess your teams against the following table:

LWK CONSULTING – TEAMS ADDING VALUE

1	2	3	4	5	6	7	8	9	10
ADDING LESS VALUE				VALUE ELEMENT		ADDING MORE VALUE			
Team members do not make the effort required to understand the bottom-line effects of their work.				1. Cost/Revenue		Each team member understands how his or her work impacts increasing the organization’s revenues, reducing the company’s costs, or both.			
The team is concerned only with its own agendas, unconcerned with what the line business is doing.				2. Business Collaboration		The team is an “arm-in-arm” partner with the line businesses they serve. They communicate openly, fostering involved collaboration with the business team.			
The team communicates with leadership only with good news. Bad news is shared too late.				3. Leadership Information		The team keeps the leadership ranks fully informed of their progress, challenges, and results. They share both good and bad news.			
The team is slow to address the issues they face. Risks becoming issues often surprise the team.				4. Issues / Risks		The team courageously manages issues, aggressively working them to closure. They have specific, actionable plans in place to mitigate risks.			
The team takes a narrow, myopic view of their work, unable to articulate how it impacts the company’s strategy.				5. Business Strategy		The team understands how their work supports the company’s strategy and the tactics in place to implement that strategy.			
The team does not measure their work or the results of that work.				6. Business Metrics		The team has in place rigorous measurement and reporting mechanisms to ensure their goals and business impacts are clearly documented.			
The team communicates with those impacted by their work inconsistently. Audience expectations are not well understood.				7. Impact Communications		The team has in place a detailed communications plan which ensures the right messages are delivered to the audiences impacted by their work at the right time.			
Team members cannot articulate the organization’s vision, mission, or values. The team does not understand the company’s culture.				8. Company Vision		The team is fully integrated with the company’s vision and mission. Their behavior consistently proves they understand the organization’s values and culture.			

How did your teams score? Now that you have taken a quick look at how well your teams are adding value, are they adding as much value as possible?

Let’s talk about organizational change coaching. [Click the phone.](#)

