# The "A Team"

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## Purpose

To enable me to test the health of any team to which I belong or with which I am working and to improve team performance.

## Opportunities for use

In all teamworking situations, as member, leader or coach.

Relate this tool to the stages in the development of teams, and to team role preferences.

## Benefits

- ✓ A simple and straightforward method of measuring and addressing team effectiveness.
- ✓ Easily understood and memorised by team members.
- ✓ Helpful in developing significantly more effective teams.

## Outline of the tool

Great teams are usually composed of ordinary people producing extraordinary performance. This tool makes the most of diversity and strengths throughout the team. It is based on key words all beginning with the letter **A**.

## How to use this tool

Ask all team members, "what's missing?" in relation to each of the following characteristics. Discuss the answers within the team and develop action plans to improve performance.

1. **Aware** - All members know the team's purpose and goal.
2. **Aligned** - Members share a common direction.
3. **Attuned** - Rapport and esprit de corps are of the highest order.
4. **Able** - Having all the required competencies for the purpose.
5. **Achieving** - Knowing progress, measured by clear objectives in "bite sized chunks".
6. **Acknowledged** - The team's and individual member's contributions are recognised.
7. **Accountable** - The team acts responsibly and legitimately in the context of the organisation.
8. **Adaptable** - The team is at all times responsive to an ever-changing world.
9. **Alive** - The members are switched on, having fun and overcoming any setbacks.

Revisit the action plans at regular intervals. Review progress and improvements. Pass on my successes to other teams.

## Some experiences

This approach is very simple, practical and can be done quickly and easily, even at routine team meetings.

## Starting to use this tool

Use it at my next team meeting. Agree positive actions following the information gathering stage.

## References

Ask for the Alchemy of Coaching **A Team** checklist.

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