

Drexler/Sibbet Team Performance Model

Source: The Grove Consultants International, 2016

Lens & Key Question	Questions	Resolved	Unresolved
<p style="color: blue; font-weight: bold;">ORIENTATION</p> <p><i>WHY am I here?</i></p>	<ul style="list-style-type: none"> • Why am I here? • Do I fit in? • Will others accept me? 	<ul style="list-style-type: none"> • Well-defined purpose • Strong team identity • Everyone feels included 	<ul style="list-style-type: none"> • Disorientation • Uncertainty • Fear
<p style="color: blue; font-weight: bold;">TRUST BUILDING</p> <p><i>WHO are you?</i></p>	<ul style="list-style-type: none"> • Who are these people?? • What's their agenda? • What are their expectations? • Can I trust these people? 	<ul style="list-style-type: none"> • Mutual regard • Forthrightness • Reliability 	<ul style="list-style-type: none"> • Caution • Mistrust • Facade
<p style="color: blue; font-weight: bold;">GOAL CLARIFICATION</p> <p><i>WHAT are we doing?</i></p>	<ul style="list-style-type: none"> • Are the team's work assumptions explicit? • Are goals clear and integrated? • Is the vision shared? 	<ul style="list-style-type: none"> • Explicit assumptions • Clear, integrated goals • Shared vision 	<ul style="list-style-type: none"> • Apathy • Skepticism • Irrelevant competition
<p style="color: blue; font-weight: bold;">COMMITMENT</p> <p><i>HOW will we do it?</i></p>	<ul style="list-style-type: none"> • What are roles on the team? • How will we manage resources, time and staff? • Who makes which decisions, and how? 	<ul style="list-style-type: none"> • Assigned roles • Allocated resources • Decisions made 	<ul style="list-style-type: none"> • Dependence • Resistance
<p style="color: blue; font-weight: bold;">IMPLEMENTATION</p> <p><i>WHO does WHAT, WHEN, WHERE?</i></p>	<ul style="list-style-type: none"> • What's the work sequence? • Who does what where, when and where? • What's the schedule? 	<ul style="list-style-type: none"> • Clear processes • Alignment • Disciplined execution 	<ul style="list-style-type: none"> • Conflict/confusion • Nonalignment • Missed deadlines
<p style="color: blue; font-weight: bold;">HIGH PERFORMANCE</p> <p><i>WOW!</i></p>	<ul style="list-style-type: none"> • How can we maintain this synergy? 	<ul style="list-style-type: none"> • Surpass expectations • Flexibility • Synergy • Spontaneity 	<ul style="list-style-type: none"> • Overload • Disharmony
<p style="color: blue; font-weight: bold;">RENEWAL</p> <p><i>WHY continue?</i></p>	<ul style="list-style-type: none"> • What have we learned? • What's needed for the new cycle of action? 	<ul style="list-style-type: none"> • Recognition and celebration • Change mastery • Staying power 	<ul style="list-style-type: none"> • Boredom • Burnout