

# Team Excellence

## CONTENT

### DAY ONE:

- One-on-one interviews
- Customise team building process for Day 2

### DAY TWO:

#### Getting to know each other

Confirming that we have more in common than differences.

#### Criteria for Excellence

Determining the criteria for team excellence for both the leader of the team and team members.

#### Diagnosing against the Criteria

The team establishes what is currently happening in the team against the criteria.

#### Establishing the Team's Purpose

Understanding who the team is here to serve and what value they add to customers and the world. Establishing a line of sight between each individual's role and the overall purpose of the team.

#### Team Values

The team establishes their values or rules of engagement. They commit to behaving in a manner which is consistent with their values.

#### Gratitude and Appreciation

Practicing gratitude for the unique contribution made by each member of the team.

#### Remediation

The team determines what they need to do collectively and individually to achieve team excellence and deliver on their unique purpose.



## CARE AND GROW THE TEAM

### TWO DAY WORKSHOP

Teams succeed only when the members of the team collectively give more than what they take out. That is, when team members subordinate their self interest for the interests of the bigger team. In addition powerful teams have a noble purpose which unlocks or engages the will of team members to give unconditionally. That purpose has to do with adding value to a customer. A team who does not give or serve its customer(s) will cease to exist. Being here to give or serve is, therefore, the criterion which accounts for the excellence of any group or collective.

Schuitema's team building process is customised to the requirements of each team that we are dealing with. The first day of the team building process comprises one-on-one interviews with team members. It enables Schuitema to customise the second day, a workshop with the team, to their specific issues and circumstances. The second day could include elements such as:

- Getting to know ourselves and our colleagues.
- Establishing the criteria for team excellence.
- Diagnosing ourselves against the criteria.
- Establishing the benevolent intent of the team.
- Demonstrating gratitude for each person's unique contribution to the team.
- Determining our values as a team and what behaviours demonstrate our commitment to our values. Our rules of engagement.
- What we should be doing individually and collectively to become a more powerful team.

