

Team Development: Stagnate to Excel

Stagnate	Rebel	Recontract	Excel
<ul style="list-style-type: none"> • Bureaucratic • Hierarchical • Process more important than purpose • Slow decision making • Avoidance of responsibility • Internal competition • Issues avoided • Status conscious • Blame culture • Low level communications • Expectations met • Feels 'safe' 	<ul style="list-style-type: none"> • Issues exposed • Frustrations surface • Process challenged • Friction • Insecurity • Confrontation • Resistance to change 	<ul style="list-style-type: none"> • Define clear and compelling purpose • Focus on culture, atmosphere and values • Understand freedoms and constraints • Agree process for effective decision making • Match people to tasks • Focus on training and development 	<ul style="list-style-type: none"> • Energised and creative • Excited by clear and compelling purpose • High levels of trust • Mutual support • Inclusive • Open and honest communications • Freedom within boundaries

Fear Barrier

Performance

Based on Tuckman 1964

