



Four Stages of Team Development

Stagnate

- 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'

Rebel

- Issues exposed
- Frustrations surface
- Process challenged
- Friction
- Insecurity
- Confrontation
- Resistance to change

Recontract

- 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

Excel

- 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

High Performing Teams – Stagnation to Excellence

Team building and empowering others is a fundamental aspect of leadership. Most teams get stuck in Stagnate and never leave. It takes leadership and a little courage to move a team to Excel, and perseverance to keep it there.



Read a full description on page 119 of The Leadership Book.



Scan the code or visit:
www.leader-connect.co.uk/videos/how-to-develop-a-great-team-from-stagnation-to-excellence