

# **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
- Confrontation
- Resistance to change

Fear

Barrier

#### Define clear and compelling purpose

Recontract

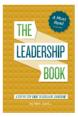
- Focus on culture, atmosphere and values
- Understand freedoms and constraints
- Agree process for effective decision making
- Match people to tasks
- Focus on training and development

## Excel

- Energised and creative
- Excited by clear and compelling purpose
- High levels of trust
- Mutual support
  - Inclusive
- Open and honest communications
- Freedom within boundaries

# 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-fromstagnation-to-excellence