





Team Kit Kit Board



Purpose & Goals

-  **Key Topics**
 - Features of high-performing teams
 - Cost and benefits of investing in teams
 - Creating meaning
 - Setting direction
-  **Tools**
 - Team characteristics worksheet
 - Purpose and goals trigger questions



Members & Skills

-  **Key Topics**
 - Team size and performance
 - How to think about skills
 - Selecting your team
-  **Tools**
 - Skills framework tool



Leadership & Accountability

-  **Key Topics**
 - Shared leadership as a social process
 - Creating conditions for team effectiveness
 - The role of formal team leads
-  **Tools**
 - Team leader reflection tool



Rules & Behaviors

-  **Key Topics**
 - The gravity of team norms
 - Enablers of team performance
 - Shaping norms and behaviors
 - The importance of firsts
-  **Tools**
 - Team rules tool: must always do vs. must never do

Communication & Relationships

-  **Key Topics**
 - Recognizing powerful team communication patterns
 - Approaches and tactics for making it happen
 - Trust as enabler
-  **Tools**
 - Communication patterns assessment and action

Tensions & Conflict

-  **Key Topics**
 - Types and effects of team conflict
 - Preparing for conflict
 - Addressing conflict
-  **Tools**
 - Mapping team conflict
 - Managing team conflict