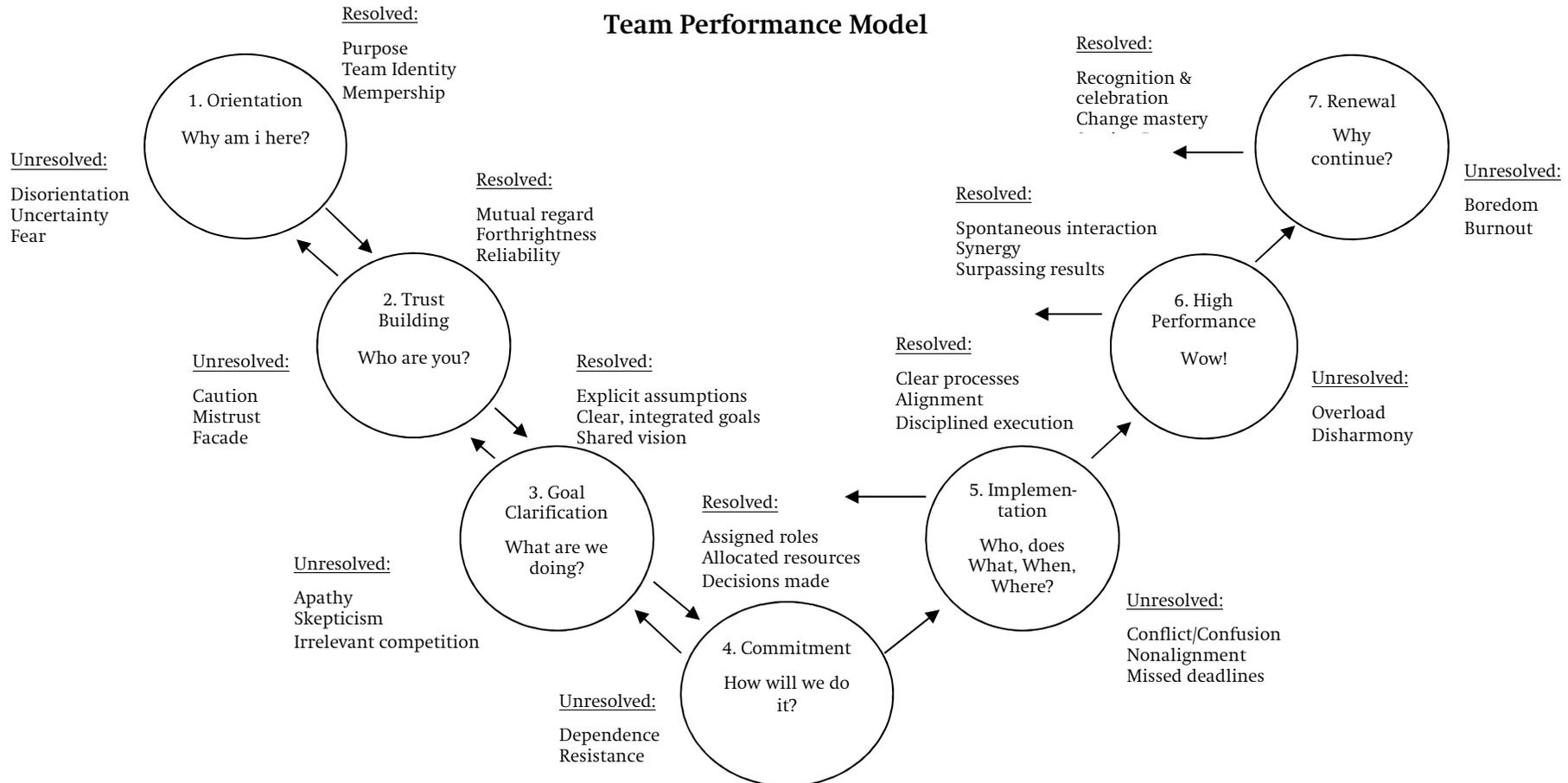


Team Performance Model



Creating				Sustaining		
1. Orientation When teams are forming everybody wonders WHY they are here, what their potential fit is and whether other will accept them. People need some kind of answer to continue.	2. Trust Building Next, people want to know WHO they will work with - their expectations, agendas and competencies. Sharing builds trust and a free exchange among team members.	3. Goal Clarification The more concrete work of the team begins with clarity about team goals, basic assumptions and vision. Terms and definition come to the fore. WHAT are the priorities?	4. Commitment At some point discussions need to end and decisions must be made about HOW resources, time, staff - all the bottom line constraints - will be managed. Agreed roles are key.	5. Implementation Teams turn the corner when they begin to sequence work and settle on WHO does WHAT, WHEN, and WHERE in action. Timing and scheduling dominate this stage.	6. High Performance When methods are mastered, a team can begin to change its goals and flexibly respond to the environment. The team can say, "WOW!" and surpass expectations.	7. Renewal Teams are dynamic. People get tired; members change. People wonder "WHY continue?" It's time to harvest learning and prepare for a new cycle of action.