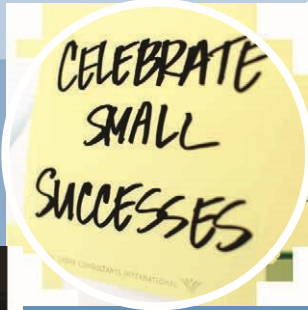


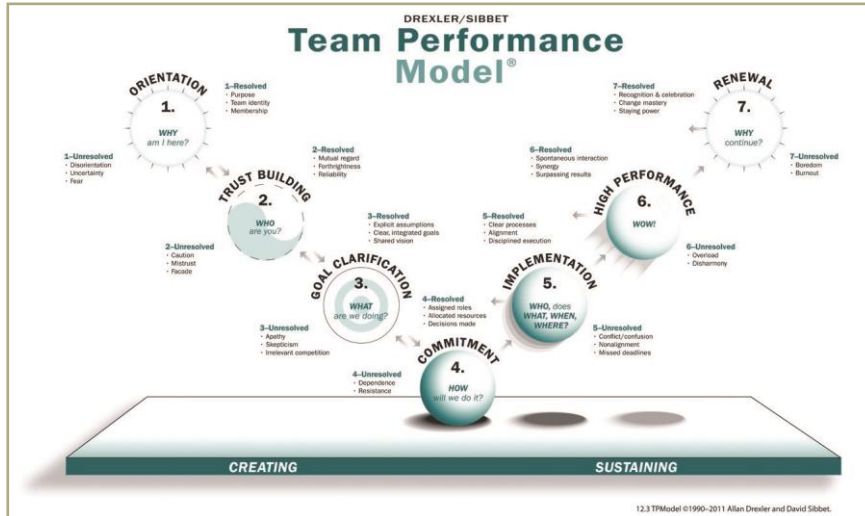
# Team Performance

Create and Sustain  
High-Performing Teams  
With Our Visual Tools  
and Best Practices



# Working with The Team Performance System

## Introduce the Drexler/Sibbet Team Performance Model®



### Model As Roadmap

- Depicts what a team must do in order to be aligned and, thus, successful
- Helps teams identify and prepare for challenges
- Provides a common and productive language, especially when problems arise

Allan Drexler and Grove founder David Sibbet spent more than ten years refining a comprehensive model of team performance that shows the predictable stages involved in both creating and sustaining teams. The Model illustrates team development as seven stages, four to create the team and three to describe increasing levels of sustained performance.

## Assess Teams With the Team Performance Survey

THE GROVE  
**Team Performance Online Survey**  
 Welcome, Henry! | Sign Out

ONLINE SCORABLE FORM

Team: ACME Sales Force  
 Leader: Albert Johnson

Statement	Strongly disagree	Disagree	Not sure	Agree	Strongly agree
1. The purpose of our team is clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. We have a clear set of goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The members of our group have a clear understanding of who is to do what, where, and when.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Our team doesn't get the recognition we deserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Our leader doesn't seem clear about what our team has to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. This team doesn't use my talents as well as it could.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The priorities for our team are clear in terms of money, time and people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress:  Save and Continue Later

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### Survey Results

- Spark discussions among team members
- Plan a path for developing team effectiveness
- Point to practices that lead to high performance

The OFS Team Performance Survey™ is a tool for assessing a team's perceptions about itself. The survey consists of statements that define critical aspects of team performance and results in a customized report that helps identify a team's special strengths and opportunities for growth.

## Resolve Team Issues With Best Practices

**GOAL CLARIFICATION**  
**3.**  
WHAT are we doing?

**YOU SHOULD KNOW**  
Time needed to complete this practice is 3+ hours.  
You can apply this practice in virtual meetings.

**RESOURCES**  
View additional materials in the resources section →

**REVIEW**  
Go to the overview →

### Best Practices: Vision and Bold Steps

[Practice Overview](#) [Practice Steps](#) [Practice Tips](#)

#### Align for Creative Action

Agreeing on an over-arching vision of where you are headed and the four or five bold steps you will begin to take immediately provides a clear, high-level framework for action. A bold steps template avoids the detail of an implementation plan, and offers a good springboard for action-planning and roadmapping sessions. A strong vision linked to immediate steps creates organizational tension that drives creative action.

Five Bold Steps Graphic Guide®

[Return to Model](#)

### Proven Processes

- **Team Formation**
- **Relationship Building**
- **Stakeholder Enrollment**
- **Goal Alignment**
- **Project Planning**
- **Role Clarification**
- **Decision Making**
- **Progress Reviews**
- **Conflict Resolution**
- **Creative Problem Solving**
- **Change Management**
- **Action Learning**

The OFS has compiled more than eighty best practices aligned to different stages of the Model. These practices help team leaders develop a “playbook” in response to common team challenges.



### Visual Frameworks

- **Help team leaders generate productive dialogue**
- **Create alignment by getting all team members on the same page**
- **Catalyze action as a team is able to see the big picture and move toward its goals**



## How We Can Help Teams Succeed

Team leaders need their teams to be productive as quickly as possible. We can help teams hit the ground running with these essentials for success:

- **Mutual trust**
- **Shared goals**
- **Clear roles**
- **Better communication about work**

## Navigate the Blocks to High Performance

With the Drexler/Sibbet Team Performance Model®, and its corresponding assessment tools and best practices, teams can identify and solve the issues that hold them back:

- **Resistance to taking action**
- **Missed deadlines**
- **Conflict**
- **Burnout**

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## Access to Team Performance Products and Services

Choose your own approach to delve into the Team Performance System.

### Do-it-Yourself Tools

Select from a range of products on our online store related to the Drexler/Sibbet Team Performance Model®, including a *Team Leader Guide* filled with practices for achieving high performance.

### Consulting

Hire a OFS consultant to work with one of your teams. Team Start-ups and Team Tune-ups are excellent opportunities to introduce the Team Performance System.

### Workshops

Attend one of our public workshops or have The OFS run a workshop within your organization.

### Certification

Become a Grove certified practitioner or trainer for the Team Performance System.

### Licensing

We offer licensing for the Team Performance Survey™ and online best practices, as well as on-site print licensing for select Grove products.

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### Contact

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**Online Facilitation  
Skills**

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<http://www.onlinefacilitationkills.com>

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