



TEAM SCORECARD

Take your team to the next level of performance with this quick, simple step.

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The TEAM SCORECARD is a survey and feedback process that increases team synergy to produce better decision-making, execution, and outcomes. It emphasizes real-life issues that affect the team and provides the tools to address them. Because this process involves the use of norms, teams can benchmark the quality of their team-work relative to other groups and monitor their progress over time. Unlike traditional team-building solutions, the TEAM SCORECARD produces performance improvement almost as quickly as it is implemented.

BENEFITS AND OUTCOMES

The TEAM SCORECARD improves productivity and enhances the value of the team to the organization by:

- Building team accountability for getting things done
- Raising team candor
- Identifying key business objectives and successfully pursuing them with a realistic plan of action
- Providing a method for measuring the team's progress that ensures continued growth and development.

HOW IT WORKS

With TEAM SCORECARD, the team learns about where they are now, then provides the initial planning tools to help them get where they want to be. The process begins with a Web-enabled survey of each team member. This data is analyzed and presented to the team leader in a written report, which serves as the basis for team discussions. In a meeting facilitated by a Ph.D. consultant, who works with the team throughout the process, members reach a consensus on the development areas that are most critical to their immediate success. Team members devise a step-by-step action plan outlining what they want to do and how they want to do it. In future Action Assessment Meetings, the team evaluates their progress, while continually devising "next steps" to keep their development on track and ensure their steady growth.

