RAPID Teams

Bruce Tuckman famously identified the stages that a team must go through before it performs effectively – forming, storming, norming, then performing. But today's teams are time pressured and can rarely afford to allow this process to happen organically. Different personalities, communication styles, priorities, skills, and regular change are all factors that lock teams in the storming stage, where difference, even conflict, is the focus.

Our RAPID teams approach accelerates this process, with our facilitation and method swiftly moving teams to a performing stage that would usually take weeks or months. This is particularly valuable for newly formed teams who need to deliver results or deliverables in short time periods.

Record
- Identify business priorities and challenges, required results, and team outcomes. Understand vision and strategy
- Select most valuable profiling and diagnostic tools
- Use these tools to assess the current performance, skills and unique dynamic of the team
- Present the findings in meaningful, easy to read reports

Analyse
- Analyse reports for key findings
- Identify unique strengths, development areas and potential de-railers
- Design hands on activities and exercises that test and develop the team
- Work collaboratively with the client for sign off

Perform
- Run activities and exercises - building trust; experiencing and resolving conflict; making decisions; focussing on and being accountable for results
- Observe team performance and capture evidence and examples
- Use theory, research and best practice to evaluate performance

Insights
- Ensure team has clarity of the vision and strategy
- Team and facilitators identify the actions and behaviours that will improve performance
- Determine how to apply these to working roles, responsibilities and relationships
- Identify what team effectiveness looks like, outcomes of success and consequences of failure

Develop
- Ensure focus on engaging leadership and collective responsibility
- Create individual and team plans to deliver and measure success
- Commit to specific goals that capture changes in behaviour and actions (what, when and how)
- Define how team will measure and review progress
- Agree on commitment and accountability