



CULTURE IMPACT

INVOLVEMENT: TEAM ORIENTATION

Is collaboration and teamwork viewed as fundamental to getting work done?

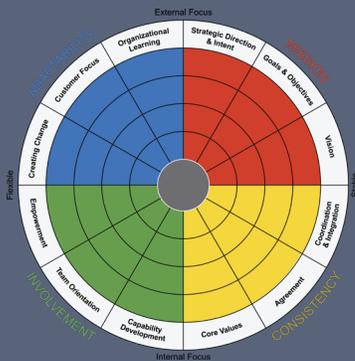
Teamwork has been shown to increase efficiency, improve communication, facilitate idea generation, distribute workload, and establish a culture in which employees feels a sense of belonging. Effective teamwork requires an environment that places value on collaboration and creates clarity regarding team goals.

Is there a clear purpose for the team and a clear link to the organization's priorities?

Not all teams are successful and team dysfunction can undermine the organization in a variety of ways. Deadlines are missed. Quality is compromised. Morale suffers. At Denison Consulting we help surface team issues and the implication of those issues on the business.

To support you, we offer a range of solutions for creating an environment that values collaboration and creates clarity around individual/team goals:

- Articulate a clear purpose for the team and decision-making authority
- Identify clear performance goals for the team. One of the most important predictors of team success is a set of goals that serve to unify focus and effort
- Align on team operating principles to ensure success
- Create a safe environment for teams to take risks, learn from successes and failures, and make decisions. Another key predictor of team success is a psychologically safe environment in which employees believe the team has their back



Think Systemically:

When considering work in the area of Team Orientation it is important that collaboration is viewed as a valuable and effective way to solve problems and generate quality work.

It is also important to look closely at other areas of the Denison Model.

For example, do we have a shared vision and clear goals that create a common sense of purpose?

Are we able to coordinate our team efforts with others across the organization to eliminate silo behavior?

Is there clarity regarding who the key customers are that our team serves and are we effectively meeting their needs?