Why Team Effectiveness with 6TC?

6 TEAM CONDITIONS

What's your team painpoint?

If you have ever said or heard your managers say ….

About team member satisfaction: *"My people do not feel good in this team"*

About low or unequal quality of team output: *"Our business partners put pressure and are unhappy with how we deliver'*

About resource management: *"My people spend their time and energy the wrong way"*

About mindset: *"My people need to be more autonomous and learn to make decisions"*

And you are in need of an impactful solution …

6TC offers the solution for team effectiveness

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What is 6TC

What is 6TC

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● **What it does:**

6TC is a tool that enables team members and their manager to develop **systemic thinking when it comes to team effectiveness**

It is a **transformational tool** that moves professionals ~~from symptom oriented thinking~~ *("people are not aligned" "we don't deliver constant results")* to discovering **the real mechanisms of team satisfaction and performance.**

● **How it was built:**

The Team Diagnostic Survey was developed by leading teams scholars **at Harvard University,** based on a **decades-long research program focused on identifying the handful of conditions that give rise to great teams.** The model was developed based on thousands of teams around the world, in a wide range of industries, sectors, and team types.

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What 6TC measures

DETAILS ABOUT THE MODEL

6 TEAM CONDITIONS

The tool measures the level of 6 conditions **(input)** and the impact of these conditions on team processes **(through-put)** and team effectiveness **(output)**

Output:
Team effectiveness

TEAM EFFECTIVENESS
Member Satisfaction
Team Performance
Quality of Group Process

THE KEY TASK PROCESSES
Knowledge & Skill
Effort
Strategy

Through-put:
team processes

THE ESSENTIALS
Compelling Purpose
Right People
Real Team

Input: 6TC

Input: 6TC

THE ENABLERS
Team Coaching
Supportive Context
Sound Structure

TEAM LEADERSHIP

UP

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Team Effectiveness

TASK PERFORMANCE

The team's customers are satisfied with the services / products offered by the team.

The **results reach or exceed expectations**.

Deadlines are respected.

QUALITY OF GROUP PROCESS

Continuously improved working style (simplification of work processes, increase in the speed of solving tasks).

The team works in a **sustainable** way in the long run.

MEMBER SATISFACTION

Team members have a high level of **satisfaction**.

Members feel that by working in this team they are **developing** and **learning new and useful things.**

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The Essentials

REAL TEAM

Stable over time (members stay together long enough)

With clear boundaries (it is clear who is and who is not part of the team).

Interdependent (the need to share time and resources to complete tasks)

"We are each with our own business"

COMPELLING PURPOSE

Challenging (inspires but doesn't seem impossible)

Clear (everyone realizes when the goal is achieved)

With impact (on other people's lives and work)

"I don't understand why we do... all day "

RIGHT PEOPLE

Skills relevant to the purpose of the team and complementary

Collaboration skills

Diversity of perspectives (neither too different nor too similar)

"I feel like no one is helping me - I don't know my colleagues"

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The Enablers

SUPPORTIVE CONTEXT

The **organizational systems support teamwork**, providing:

information

necessary resources

access to development programs

rewards

"We don't have what it takes to do our job... no one appreciates what we do"

SOUND STRUCTURE

Adequate team size (neither too many nor too few members)

Clear working rules

A task design that supports teamwork (rather than individual and parallel work)

"It's not clear to me who does what... it takes forever to make a decision"
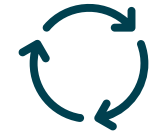
TEAM COACHING

There is a person who helps the team at key moments - the manager, the external consultant, someone else in the organization

Team members perceive team coaching as **straightforward:** easily accessible and useful

"We have no one to talk to if we have a problem"

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The Processes

EFFORT

Discretionary effort & extra mile

Commitment to the common outcome

STRATEGY

The way tasks are approached: analysis, efficiently used resources, coordination, creativity

KNOWLEDGE AND SKILL

People have the **skills and knowledge needed for the job**

People **use their knowledge** - a good match between skills and tasks

Using the **input of those who have knowledge**

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How to implement Team Effectiveness with 6TC

4 OPTIONS

3+1 delivery options

1
Team Diagnosis (for a team)

2
Team Diagnosis & Development (for a team)

3
Team Effectiveness Workshops for People Managers

The complete package: 1+2+3

Your team or your organization has a specific level of readiness, and **we provide 3+1 delivery options to suit your specific context**

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Team Diagnosis

STEP 1: DIAGNOSIS

The TDS (team diagnostic survey) report to evaluate team's effectiveness

STEP 2: DEBRIEF

2 distinct debrief sessions, one with the team leader, one with the entire team

STEP 3: RECOMMENDATIONS REPORT

Diagnosis and Development

STEP 1: DIAGNOSIS

The TDS report to evaluate team's effectiveness

STEP 2: DEBRIEF

2 distinct debrief sessions, one with the team leader, one with the entire team

STEP 3: RECOMMENDATIONS REPORT

STEP 4: PERSONALIZED TEAM JOURNEY

Development program 100% tailored to diagnosis (can be about: interpersonal skills, team coaching, process revision, etc)

Team Effectiveness for People Managers

3 workshops for people leaders to understand and apply the model

3 hours 6TC – The essentials

Real time/ Right people/ Compelling purpose

3 hours 6TC – The enablers

Sound structure/ Supportive context/ Team coaching

3 hours Processes & Team Effectiveness

Key Task Processes/ Team Effectiveness

Key benefit: *You bring a common language that transforms organizational culture and leadership philosophy from individual-oriented to team-oriented.*

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The TDS Report

Details about 6TC Report

Psychometrically sound and peer-reviewed, **validated using data collected on more than 1000+ teams** in diverse settings globally.

Measures the 6 conditions that collectively predict up to 80% of a team's effectiveness.

Guides the designing, launching & coaching of teams (60-30-10 rule).

Commercially released in 2017.

Used by top teams in Fortune 500 companies & public and non-profit orgs.

Used by **leadership** teams, **startup** teams, **agile** teams, **flight crews**, **surgical** teams, **project** teams, **sales** teams, **operations** teams, **finance** teams, **professional services** teams and more.

Produces a 27-page report including detailed feedback on the 6 conditions, 3 key task processes and 3 team effectiveness outcomes as well as supplementary qualitative and quantitative feedback.

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