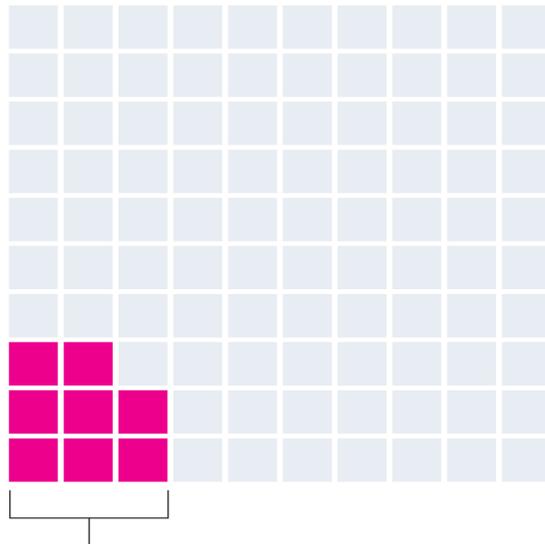


# The Power of Trust

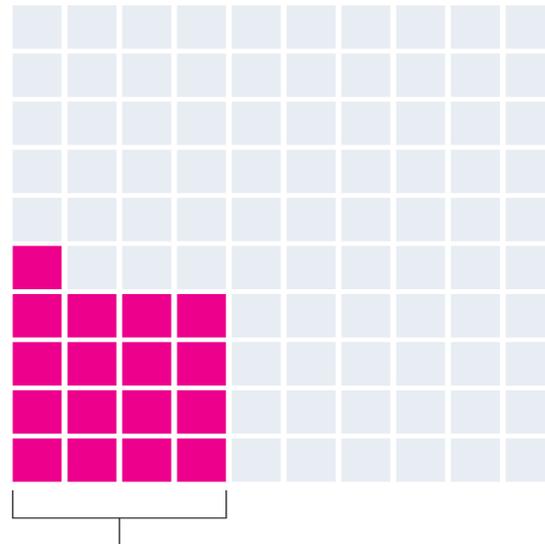
As noted, the share of employees who are fully engaged more than doubles if they are on a team. It *more than doubles again* if they strongly trust the team leader.

Employees who are not on a team



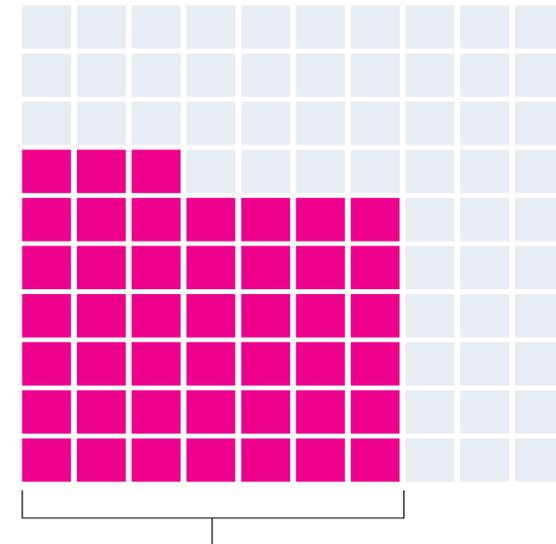
8% are fully engaged

Employees who are on a team



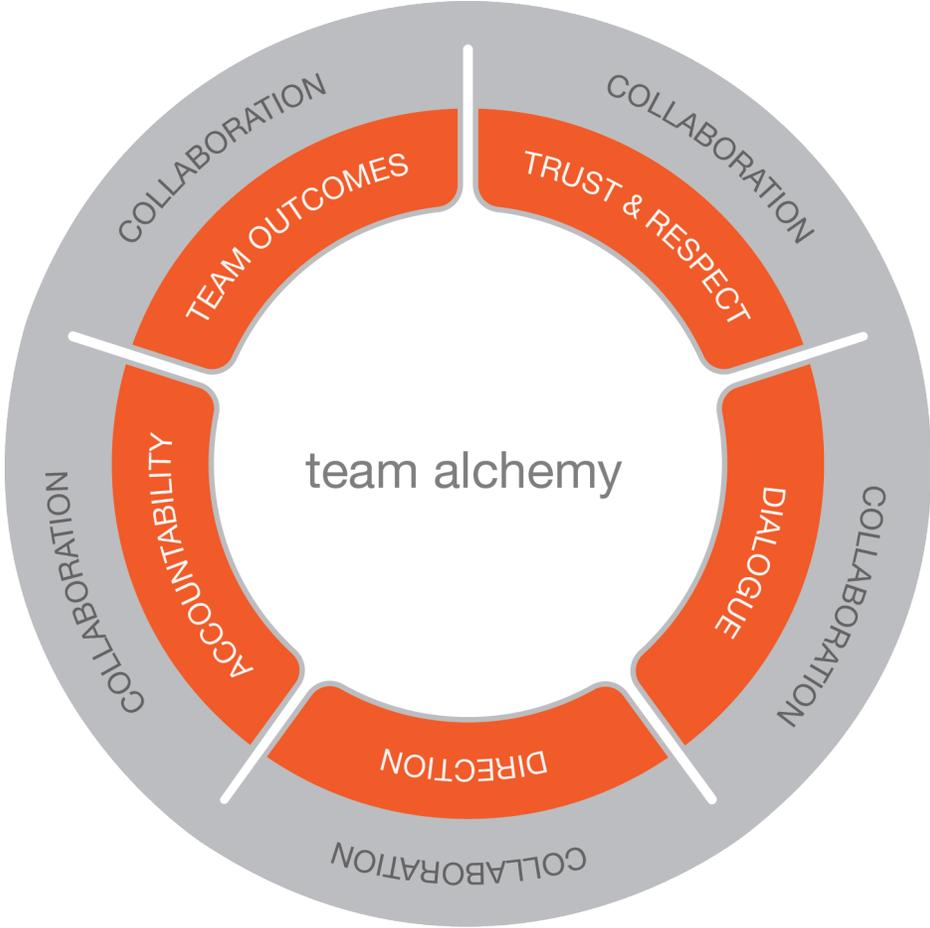
17% are fully engaged

On a team, and have deep trust in their team leader



45% are fully engaged

# Team Alchemy Elements



# Direction

Clarity and alignment. An action orientation. Commitment to execution.

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- What' the Purpose of the team
- Set the goals & objectives (next 1,2 & 3 months)
- What needs to be done to achieve the goal(s)
- Identify the barriers and work to address them
- Set milestones / critical success factors
- Spot the gaps

# Collaboration

Strong external orientation. Proactively engage with key stakeholders. Utilise feedback loops

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- Map out your stakeholder network
- Identify which stakeholders are critical
- Assign ambassadors
- Engage in true collaboration  
*Genuinely help stakeholders to succeed and they will help you succeed.*

# Team Outcomes

Performance ethic. Team-first ethos. Recognise contributions

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- Design a team dashboard  
*Traffic light system can be easy*
- Link to **TEAM** goals & plans  
*Include non - financials*
- Celebrate achievements  
*Milestones & team behaviours*

# Accountability

Set high standards. Monitor, review, reflect. Confront reality

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- Set performance standards
- Clarify who is accountable for what
- Establish routine to monitor and review key milestones
- Make time to reflect and address any changes needing to be done

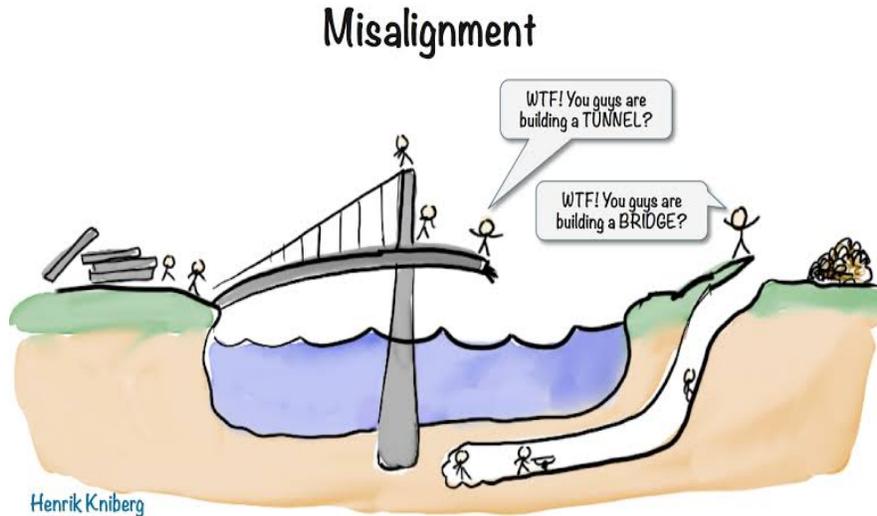
# Basics

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- Team behaviours & ground rules
- Create psychological safety
- Meetings  
*Meeting type, Agendas, Clear outputs, Rules*
- Decision making process

# Organisational Alignment

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***Companies lose between 40-to-60 percent of their strategic potential during the execution phase. (Harvard Business Review)***

***Other researchers say its higher***

# Organisational Cascade

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