



# White Paper on Teamwork

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## Here's What We'll Cover



Teamwork: Fundamentals

What do High Performers do?

Teamwork Quotient (TQ): The Diagnostic

The Collaboration Conundrum

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# Team Work: Fundamentals

*“Talent wins games, but teamwork and intelligence wins championships”  
-- Michael Jordan*

Great Teams are a bedrock of Sustainable Growth and Profitability. It is critical, in our times, to institute within the Organisation; agility and singularity.

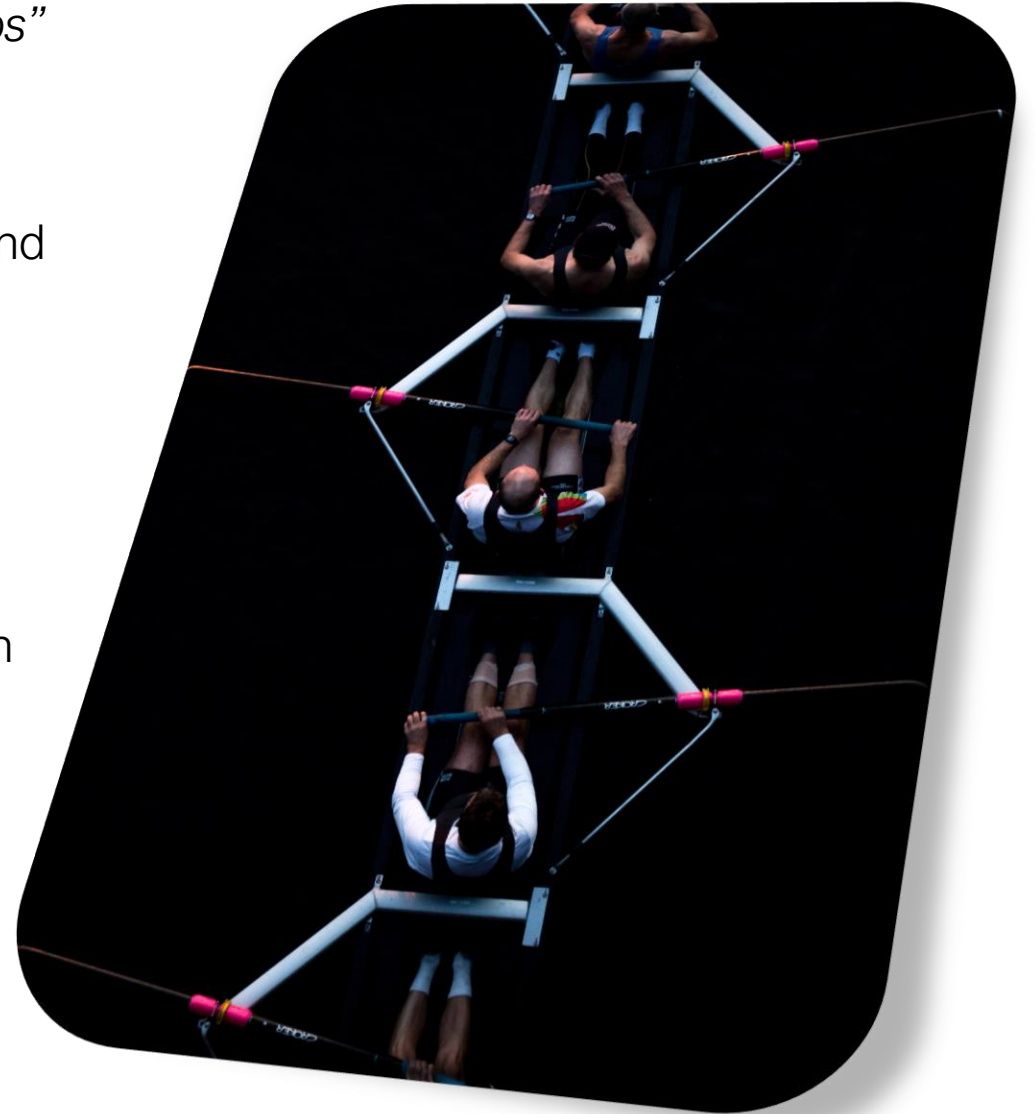
Great teams play off each other's strengths and bridge each other's weaknesses.

They stand united in their cause and attitude.

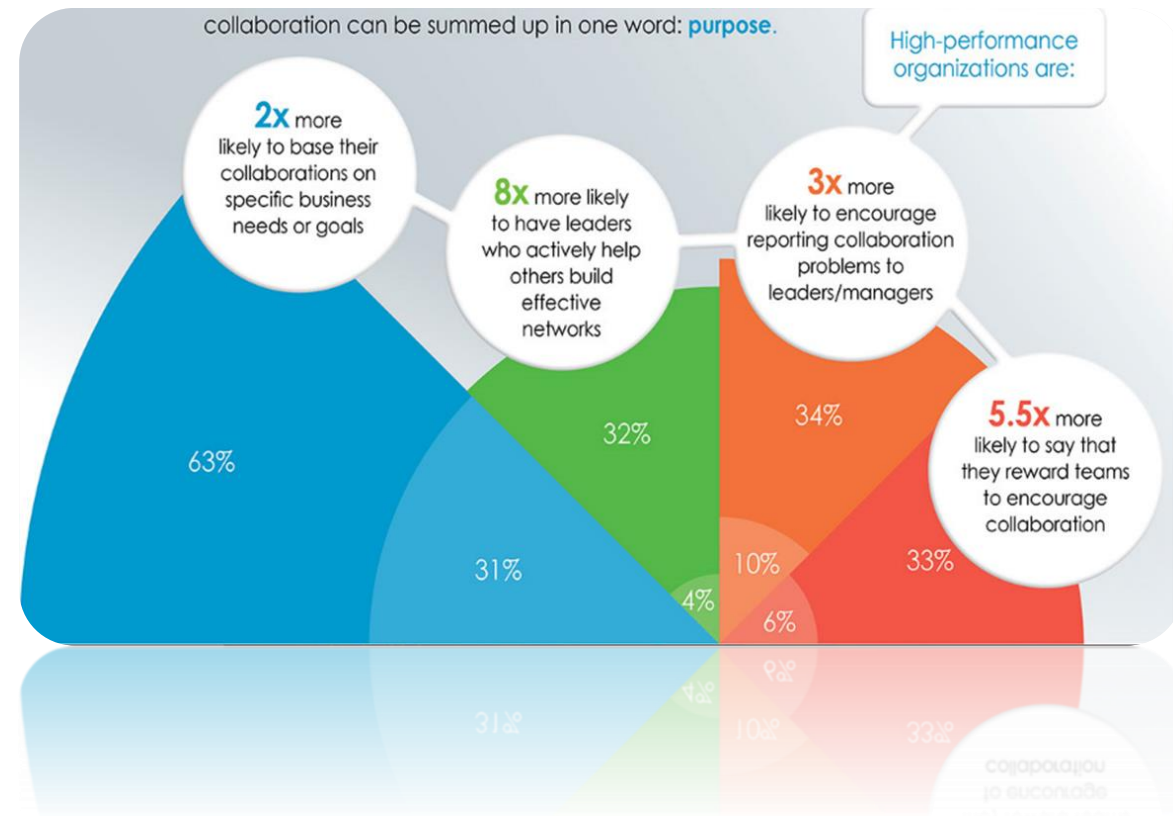
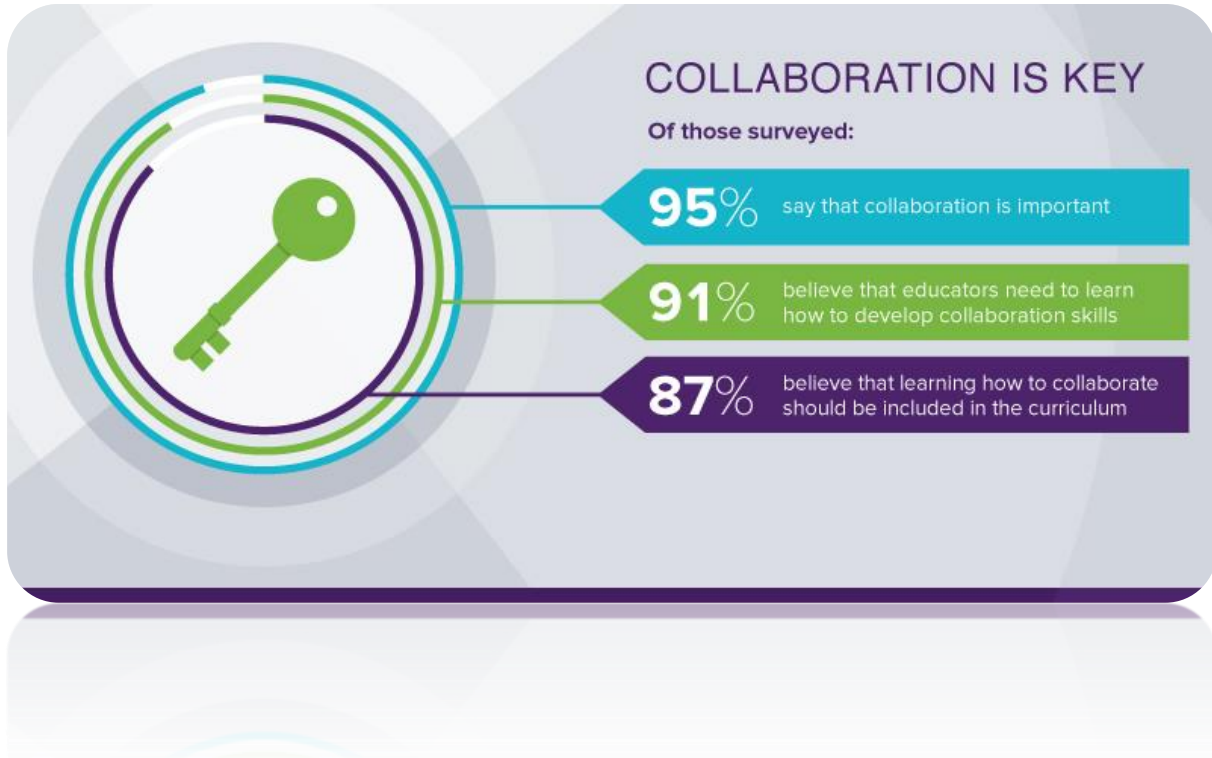
This is not said as much as lived.

Such behaviours are always typified by selflessness that is cradled in an atmosphere of complete security.

Leaders ensure this.



# What Do High Performers Do?



# Teamwork Quotient (TQ): The Diagnostic

## What is Teamwork Quotient?

### Diagnostic

The Diagnostic is specific to an organization. It establishes the as-is situation within an Organization.

Organizations include all those who impact results. This diagnostic targets specific and actionable data relating to those areas in the organization that can be improved.

The structure and content of the diagnostic lead to the intervention and ensures a curriculum and solutions based on empirical data. TQ comprises of 14 questions (multiple-choice questions)

The multiple choices pertain to collaborative behaviours that are indicative of success or suggestive areas of improvement. These provide specific and actionable inputs.

The Diagnostic matches perception with reality; offering deeper insights into how teams perceive specific concepts.



# Teamwork Quotient (TQ): The Diagnostic

## Roll Out

The TQ is administered as an email based questionnaire. It is emailed to each participant individually as a separate link to their questionnaire, and the results are recorded collectively. The data collection process takes between 1-2 weeks depending on the number of participants.

It takes Ensemble 3 working days to compile the result into a packaged presentation, with cross-tabs and analysis.

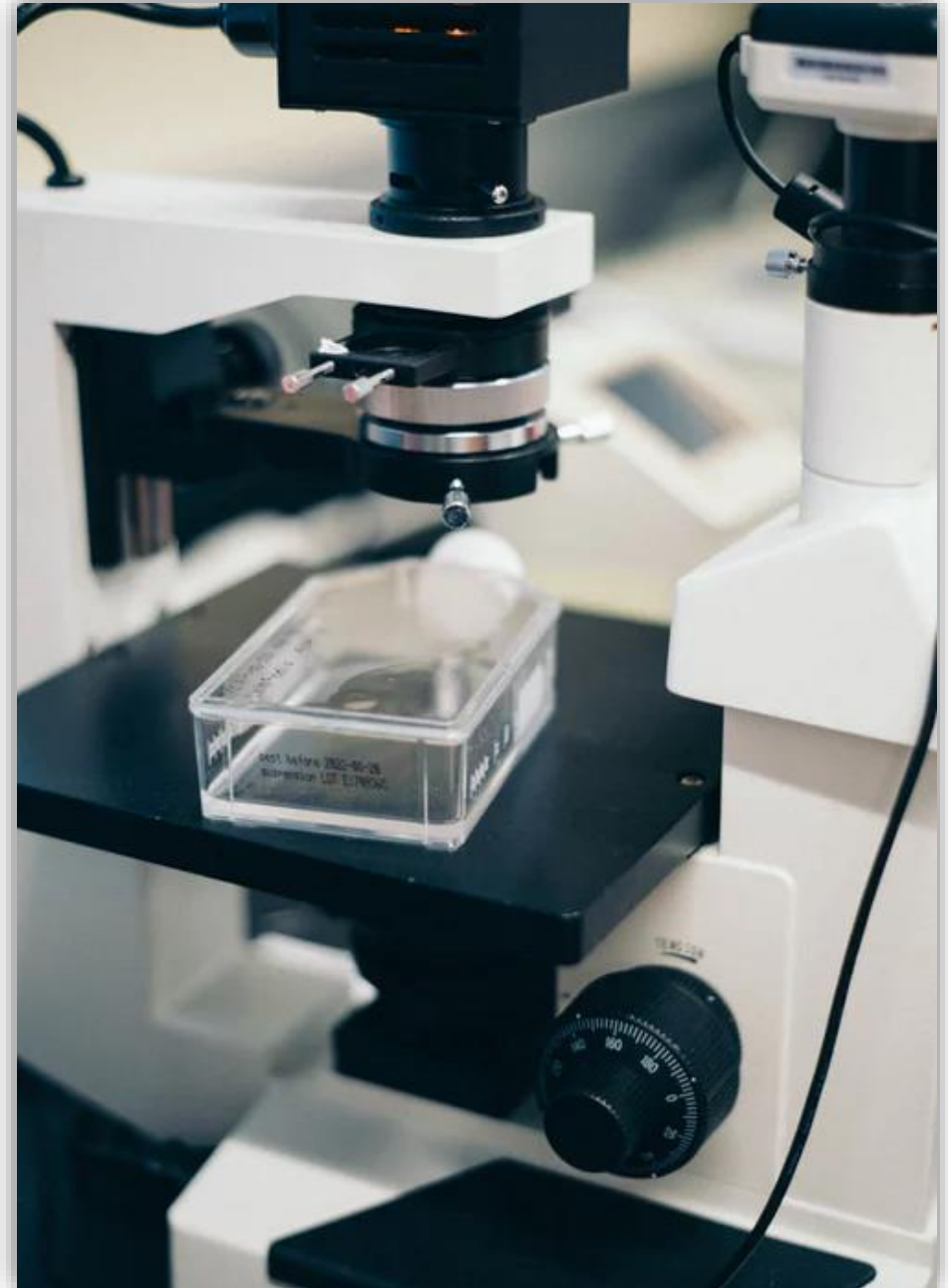
Our clients keep target teams informed in advance of the diagnostic, take the necessary steps to enable administration from outside their organization's firewall, and prepare the grounds to collect a representative volume of responses to get the best possible results.

## Confidentiality

Information collected via the diagnostic is presented to the client organization in summary form only. Clients can easily understand trends but cannot identify individuals or their responses.

Ensemble does not provide detailed individual responses to the client organization. The diagnostic is administered from 3rd party servers; the client organization's servers are not used for data collection.

In addition to these steps, we use widely accepted industry norms to ensure that summary data is never presented for a group of less than a certain number, to ensure individual participants cannot be identified. All Data collected is subject to utmost confidentiality.



# Teamwork Quotient (TQ): The Diagnostic

## Beneficiaries

The Diagnostic can be extremely valuable for managers seeking independent, un-monitored feedback on how their teams perceive Teamwork Quotient(TQ).

It provides insights to managers who aim to improve specific areas of organizational or individual behaviour attributes that impact business performance. By collecting empirical information from large, cross-functional audiences within the organization or team, it can help managers identify, address and measure change.

The diagnostic is a reality check.

The Teamwork intervention which follows is based on the Diagnostic. It is customised to deal with specific issues rather than generic dissemination of information.

## The TQ Debrief

The debrief session is a meeting with the senior stakeholders. It is intended to reveal the current standpoint within the Organisation; highlighting strengths and areas of development.

The entire intervention is customised to touch upon these key opportunity zones.

A brief analysis clearly enumerates the areas that need improvement and focus.

The curriculum makes a systematic approach to these areas leveraging strengths and resources within the Organisation.

This is immediately followed up by the intervention.



# The Collaboration Conundrum

For the most impressionable years we worked like this...



So, its no surprise that we still we work like this...



We are put into individual silos from infancy.  
Our learning is tested based on our ability to retain and recount syllabi.  
Collaboration has another word in school its called "Cheating"

Collaboration is beaten out of us till we learn to work on our own, in our own bubble and then in our own silo.

How can we be expected to unlearn this important lesson learnt at some cost, at school and college?  
Why should Management expect anything else



# Research shows, when collaboration happens:

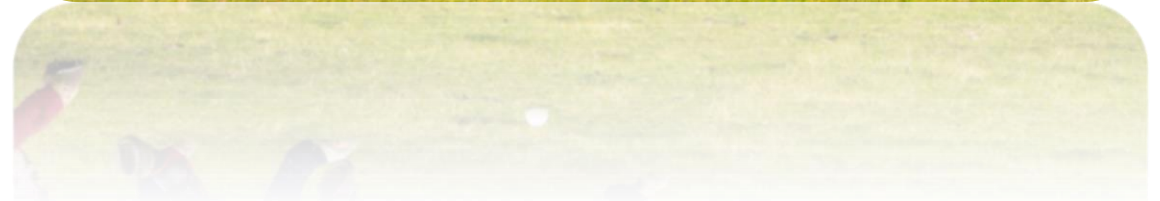
- Results are richer and more effective
- Creates new benchmarks for success
- Strengthens informal groups and relationships
- Broadens the knowledge base of all individuals/teams involved



# Foundations of Teamwork

## Great Teams are:

1. Focussed on the singularity of their most Critical Strategic Objective
2. Aligned in such a way (like troops arrayed on a battlefield) that each successive layer adds to the strength of the one above. Where each activity at each layer is a sub-unit of the task above
3. Have an Execution mechanism that is based on simplicity, transparency and accountability



# Focus

Singularity, a clear understanding what the Unit, Department and Organisation goals are



Focus = A Clarity regarding the most critical Organisational goals and a laser focus prevalent at all levels to facilitate achievement of those goals.

It stands to reason that each level supports the pursuit and achievement of the goals of the level above.

Thus making it a pyramid of solid effort dedicated to pursuit of critical objectives

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# Alignment

Alignment is the second foundational pillar. All teams have Units, Departments and Organisation are layered in such a way so as to be moving the same direction. In the direction, of the Organisations most Critical Objectives. Each successive layer contributing to the success of the layer above



How do we  
Execute on  
our *most  
critical  
objectives?*

Pursue 2-3 critical  
Organisational goals



Cascade these down to  
each successive level



Track progress weekly



Scoreboard Progress  
visibly



Managers enable their  
teams and coach those  
who struggle

# Conflict Resolution

Leadership and conflicts go hand in hand. Those who choose to side step conflicts, inadvertently unleash extreme consequences that have a tendency to self-destruct. Managers/Leaders must possess the skill side-step the drama cut to the heart of the matter and address the issue.



# COACHING CALLS

## Coaching Calls

The consultant maintains regular touch with the internal custodians of the process.

The aim is to ensure that process rigour is maintained and any obstacles to their fruition are removed as well as internally escalate issues for resolution.

Three coaching calls are held (1 per month) for three months.

This provides an opportunity to address any internal issues and ensure that results continue to emerge and process milestones are regularly met.



## Conclusion

Great Teams are a warp and weft of strengths and weaknesses. Individuals are fuelled by their ambition, resourcefulness and drive. They thrive on challenges and are keen to bring value to the Organisation.

It is the duty of the leader to understand and co-opt individuals into cohesive teams with Focus, Execution excellence and Accountability.

As Organisations are challenged to deal with rapidly morphing environments; Corporate Agility with Teamwork at its core are becoming essential pre-requisites to sustainable growth.





## Ensemble People Skills

For the first time in history, vision and agility are prerequisites to attaining relevance and therefore, growth and profitability.

In an ever-morphing world, customer behaviours are transforming markets at a blinding speed.

The key is to internalise certain principles that provide constant direction and relevance. At Ensemble, we curate and customise principle-based solutions.

Visit us today at : <https://www.ensemble-skills.com/>