

# Establishing a Team agreement - Exercise



## **Targer of this exercise:**

A team agreement is an optimal basis to pro actively handle conflicts and escalations and at the same time using the best team experiences for the future teamwork to enable achieving team targets in an effective way of working.

## **Lengths of this exercise:** 60 minutes

1. 5 minutes to think about best ever team practices and highlights from your background experience. What specific behavior did have the highlight effect?
2. Sharing of experiences and the related specific success criteria.
3. Division of the Team into 3-5 sub teams to prepare each of the following topics of the team agreement in parallel
4. Work out the following topics in sub teams:
  1. Specific behaviors you want to establish in your team from the team best practices
  2. STOP habits, which are not acceptable for the team
  3. Beneficial and effective handling of conflicts and escalation
  4. Fast and simple decision making agreement and realisation of decsions

**Remark:** Depending on the amount of team colleagues some topics and be collected into one or other topics can be added.

**Attention:** To develop a team agreement that brings added value it is helpful to **disrupt with questioning** e.g.:

- What does this mean specifically?
  - When we look at this agreement point, will this bring added value for our future teamwork?
5. One member out of each sub team presents the outcome of each topic. All others sub teams give FeedForward to optimise the results until there is consensus about the team agreement.
  6. The Teamagreement is sent to all participants.

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7. **Recommendation:** to continuously improve the teamwork agree on a regular and on demand review of the agreement.