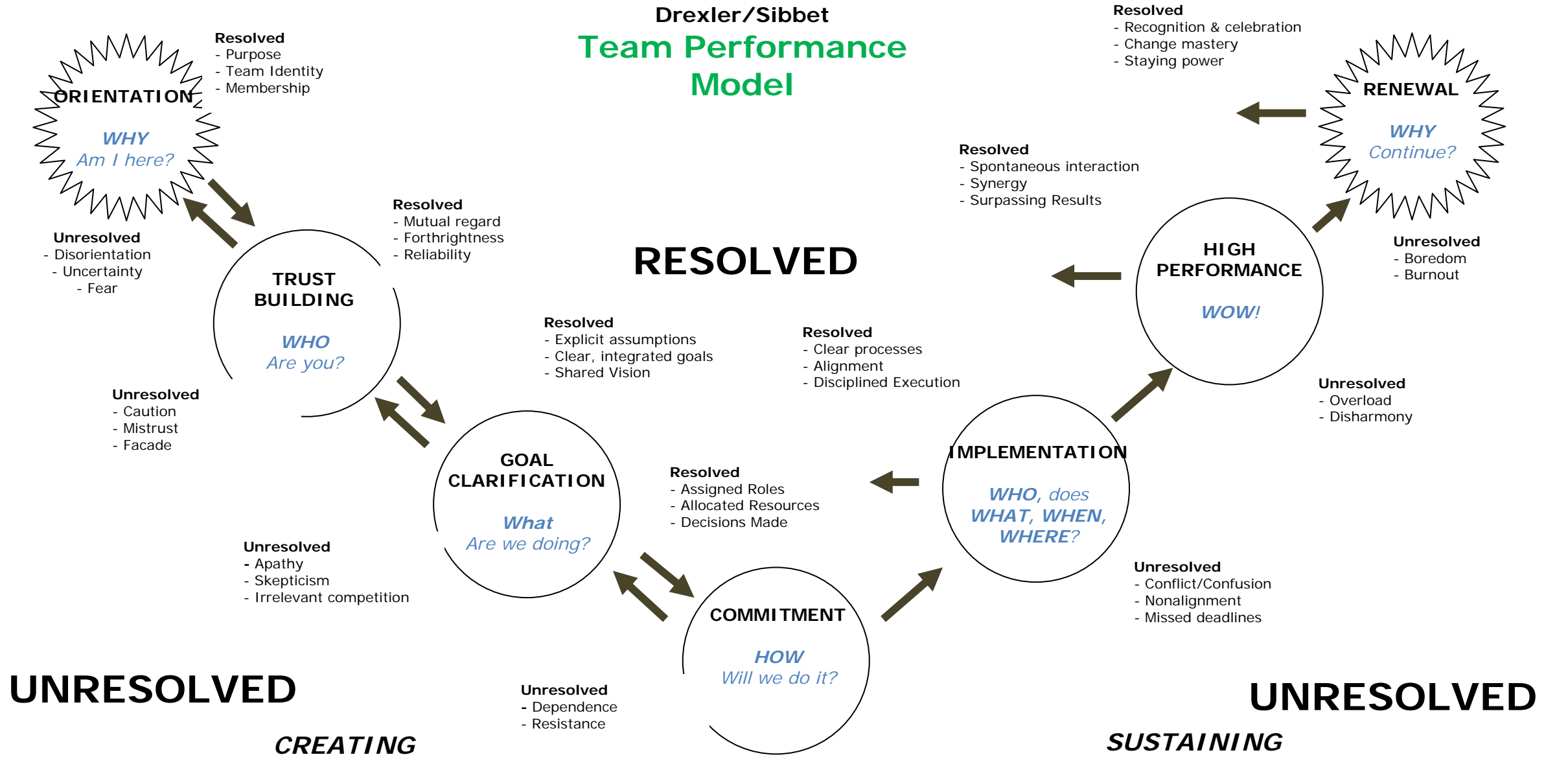


Drexler/Sibbet Team Performance Model



Orientation

When teams are forming everybody wonders *WHY* they are here, what their potential fit is and whether others will accept them. People need some kind of answer to continue.

Trust Building

Next, people want to know *WHO* they will work with, their expectations, agendas and competencies. Sharing builds trust and a free exchange among team members.

Goal Clarification

The more concrete work of the team begins with clarity about team goals, basic assumptions and vision. Terms and definitions come to the fore *WHAT* are the priorities?

Commitment

At some point discussions need to end and decisions must be made about *HOW* resources, times, staff and all the bottom-line constraints will be managed. Agreed-upon roles are key.

Implementation

Teams turn the corner when they begin to sequence work and settle on *WHO* does *WHAT*, *WHEN*, and *WHERE* in action. Timing and scheduling dominate this stage.

High Performance

When methods are mastered, a team can begin to change its goals and flexibly respond to the environment. The team can say "WOW!" and surpass expectations.

Renewal

Teams are dynamic. People get tired; members change. People wonder "WHY continue?" It's time to harvest learning and prepare for a new cycle of action.