

OUR TEAM (OT)

Application: Team development for tactical teams

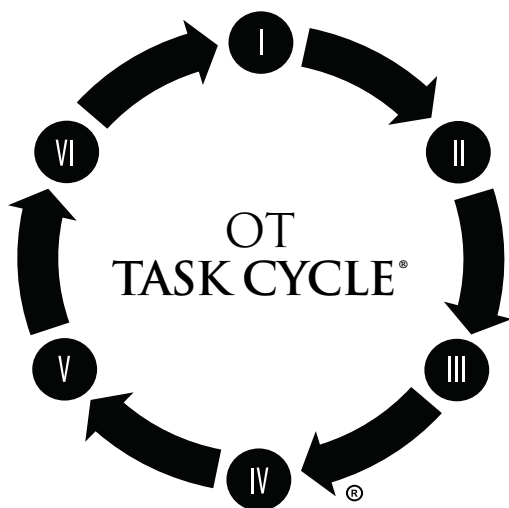
Audience: Work groups and intact teams

Respondents: Team members, the leader, and groups or individuals who are supported by the team

Questions: 71 questions, 3 open-ended

Our Team (OT) provides feedback on the skills necessary for team effectiveness. Successful teams contribute to meeting the organization's goals. An effective team fosters a collegial atmosphere by supporting one another to build consensus. Team members can then negotiate to optimize solutions and produce quality results. Given the proper resources, a cohesive team will maximize its productivity. The OT measures how effectively a team performs as a unit.

THE OT TASK CYCLE®



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

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I. FOCUS

Understanding and clarifying goals.

II. TEAM COMPETENCE

Utilizing specialized knowledge and expertise, and making decisions and planning collaboratively.

III. INTERNAL RELATIONS

Fostering a cooperative atmosphere, accepting new members, effectively managing conflict, and gaining management support.

IV. FEEDBACK ON PERFORMANCE

Accepting feedback from managers, monitoring output, and assessing the impact of actions.

V. CONTROL

Maintaining an appropriate level of tension, balancing competition and cooperation, and taking informed risks.

VI. MEMBER SATISFACTION

Acknowledging the contributions of others.

OUTCOMES

Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.

For more information, please visit: www.boothco.com/tools

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