

High-Performance OpenAgile Team Indicators

High-performance is first and foremost an outcome of teams genuinely engaging in the OpenAgile framework upheld by the three Foundations of Truthfulness, Consultative Decision-Making and Systematic Learning. As teams and organizations grow their capacity for effective work based on these foundations, they are able realize high-performance within the context of their own reality.

Some indicators include:

Basics (Real Team)

- Small number of team members (fewer than 12)
- Stable team membership
- Complementary skills required for success
- Common purpose described as a single specific performance goal
- Performance metrics
- Mutual accountability

Advanced (high-performance / extra-ordinary team)

- All of the above applied with a high degree of commitment and intensity
- Members evolve a genuine, mutual concern for each other's personal well-being that transcends the life of the team
- High level of professional / ethical standards (i.e. programmers are as serious about the quality of their work as surgeons are about theirs)
- Collective systematic learning includes constantly striving to improve standards, gain new skills and attain higher and higher levels of professional excellence
- Innovation – the team is intensely committed to realizing better and better business solutions
- Team truly embodies the Foundations of OpenAgile and the values & principles of the Agile Manifesto
- The team carries out their work in a spirit of service to humanity, conscious of its contribution to the betterment of humanity as a whole