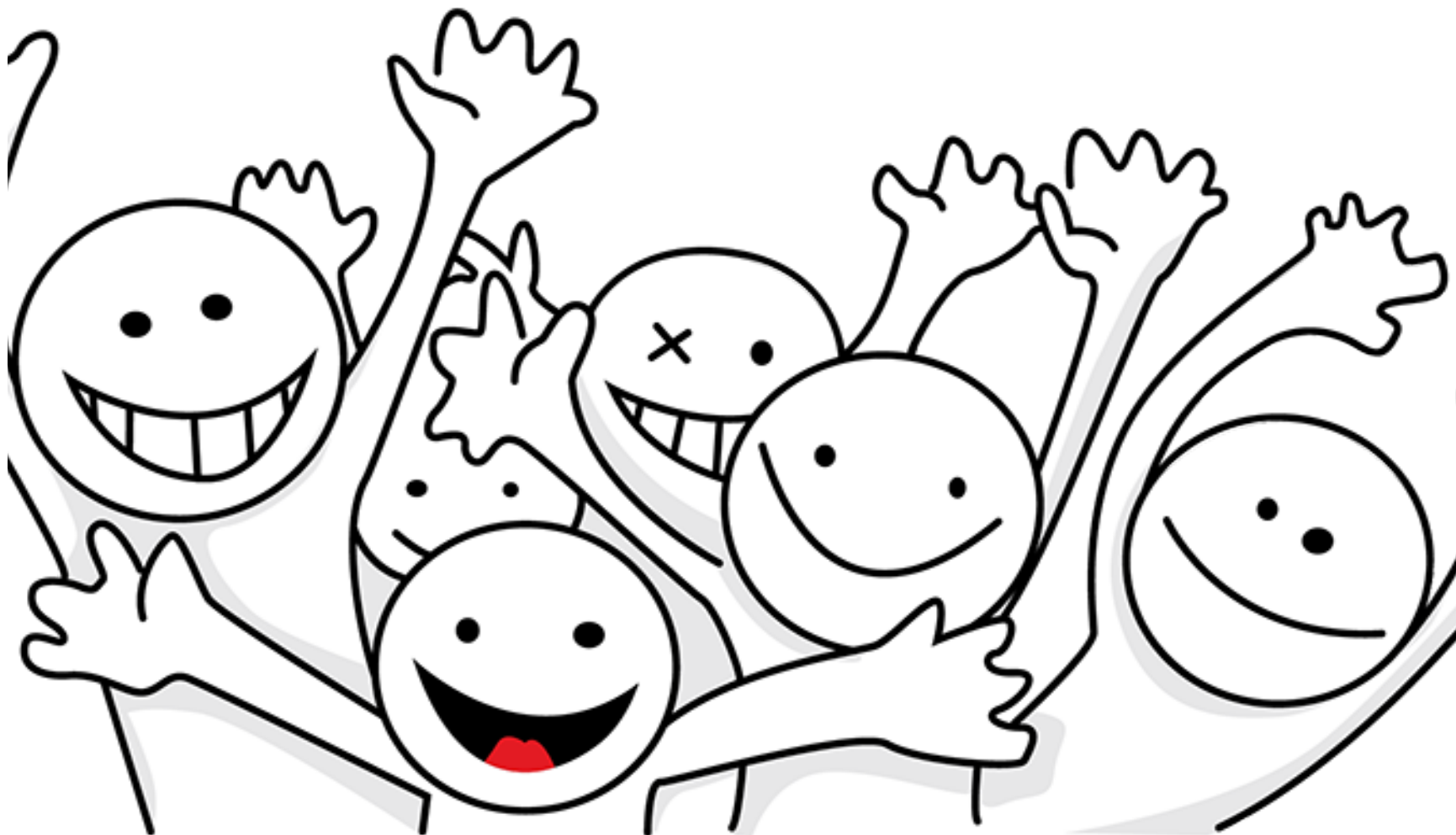


Dream Team



What are learning oriented Teams?

- When one person has to cover all areas:
It is more time consuming and less creative.

WHAT do the teachers expect?

- **Sharing of ideas** in all the stages of development
- **Sharing of knowledge** in all the stages of development
- **One team member has the responsibility** but is not the one to do everything within the responsibility area
- **Learning** over nice details in all aspects.
- **Learning** over quantity in the production.
- **Communication skills**- how are decisions taken?

Professional Group Work

- **Work 7+** hours every day
- **Short meetings** in the morning → work
- **Daily update** of **Kanban Chart**: To do, Doing, Done
- **Short Brief** about today's work and obstacles (one by one)
- **Active listening**: while a member explains an idea, all other members try hard to understand the idea without interrupting with own ideas.
- **Kill your darlings** and accept that the rest of the team might have another opinion (and not the best).
- Don't criticize the person. Only criticize the opinion! (and argue why the opinion is less optimal)

Purpose and Values

1. The team has a clear commitment to a common purpose. Team members know what the team's work is and why it is important.
2. Common values and norms promote integrity, quality and collaboration.
3. Specific team goals are clear, challenging, agreed on and relevant to the purpose.
4. Strategies for achieving goals are clear and agreed on.
5. Individual roles are clear, and their relationship to the team purpose and goals is understood.

Empowerment

6. Values, norms and policies encourage initiative, involvement and creativity.
7. All relevant organization and business information is readily available to the team.
8. The team has the authority, within understood boundaries, to take action and make decisions.
9. Direction, structure and training are available to support individual and team development.
10. The team is committed to the continuing growth and development of all team members.

Relationships and Communication

11. Different ideas, opinions, feelings and perspectives from all team members are encouraged and considered.
12. Team members listen actively to each other for understanding, not judgment.
13. Methods of managing conflict and finding common ground are understood.
14. Cultural differences including race, gender, nationality, age, etc., are valued and respected.
15. Honest and caring feedback helps team members to be aware of their strengths and weaknesses.

Flexibility

16. Team members share responsibility for team development and leadership.
17. The team is able to meet challenges using the unique talents and strengths of all team members.
18. Team members shift from behaviors that provide direction or support as needed.
19. The team is open to exploring different ways of doing things and adapts to change.
20. Calculated risks are supported. Mistakes are seen as opportunities for learning.

Optimal Performance

21. The team constantly produces significant results; the job gets done.
22. The team is committed to high standards and measures for productivity, quality and service.
23. The team is committed to learning from mistakes and to continuous improvement.
24. Effective problem-solving and decision-making skills overcome obstacles and promote creativity.
25. The team coordinates efforts with other teams, vendors and customers as appropriate.

Recognition and Appreciation

26. Individual and team accomplishments are often acknowledged by team leaders and team members.
27. Team members have a sense of personal accomplishment in relation to task contributions.
28. Team contributions are valued and recognized by the larger organization.
29. Team members feel highly regarded within the team.
30. The team celebrates successes and milestones.

Morale

31. Team members are confident and enthusiastic about the team's efforts and are committed to success.
32. The team encourages hard work, as well as having fun.
33. There is a strong sense of pride in and satisfaction with the team's work.
34. There is a strong sense of trust and team spirit among team members.
35. Team members have developed supportive and caring relationships and help each other.