

Forming, Storming, Norming, Performing, Mourning

Functional, Matrix, Heavyweight, Autonomous

Charter, Contracts, Communication Metrics

The Discipline of Teams

mutual accountability can lead to astonishing results

sum > sum of parts

1. A meaningful common purpose that the team helped shape
2. Specific performance goals that flow from the common purpose
3. A mix of complementary skills
4. A strong commitment to how the work gets done
5. Mutual accountability

Concentrate on critical challenges

teams useful in high-performance organizations