



Team “Big A” Agenda Checklist

Description

Teams are the most effective when they operate according to the three Co-Active principles of Fulfillment, Balance, and Process. In short hand version:

- The team knows its mission, vision and values and operates in alignment with those.
- The team values diversity of perspectives and uses those to generate a broad range of options from which they implement creative solutions.
- The team stays connected and engaged with each other through the ups and downs throughout the project. They are willing to challenge each other and take the time to celebrate the small and large successes.

When a team is clear and aligned with their high-level objectives (their Big “A” Agenda), productivity grows stronger. The *Team Big “A” Agenda Checklist* is a quick way for a team to gauge the degree to which it is “on track” on big-picture items.

Instructions

- Take the time to articulate the team’s mission, vision and values. Involve the team in defining these elements.
- Document and share these elements.
- As part of this foundation work, generate a list of agreements about how the team members will operate together (Designed Alliance).
- At regular intervals, engage the team in evaluating how they are doing in living the agreements — use the *Big “A” Team Assessment*.
- When the team loses focus on its Big “A” Agenda, use powerful questions to refocus.



Big "A" Team Assessment

Category Title	<< Disagree	Agree >>
1. We share meaningful values as a team.	1 2 3 4 5	
2. We operate according to our values.	1 2 3 4 5	
3. Our mission is clear.	1 2 3 4 5	
4. The mission is relevant to our current situation.	1 2 3 4 5	
5. Our vision is clear.	1 2 3 4 5	
6. The vision is relevant to our current situation.	1 2 3 4 5	
7. We operate according to our agreements.	1 2 3 4 5	
8. Working with this team is personally rewarding.	1 2 3 4 5	
9. I can count on my teammates when times are tough.	1 2 3 4 5	
10. We take time to celebrate our wins.	1 2 3 4 5	

Powerful Questions:

When the team loses its focus on the Big "A" Agenda, ask:

- How does this activity support our mission?
- What is the outcome here that matters most?
- What values are most important to us here?
- What do we most want from how we operate as a team?