

Sustainable Development Stories

Ideas for Sustaining Development after the Initial TMP Debrief



MY TEAM APP – *A project performance questionnaire measuring team performance satisfaction from an individual perspective.*

TIPS FOR COMPLETING THE *MY TEAM APP* –

- This app should be completed with a specific project in mind.
- Using this app effectively means people need to be closely involved with the project.

APPLICATION 2

PROJECT COMPLETION DEBRIEF / REFLECTION

“For purposes of the analysis it is important to note that this team is at the adjourning phase and just completed our after action review. It is important to note that this team mainly consisted of two core co-leads and one working sponsor. We recruited resources throughout different phases of the project based on the deliverables.

When I did the My Team app for the team it reaffirmed that this team was a high-performing team and together we did a lot of things well. As I reflect, from the very start this small team defined the project goals, roles and responsibilities and determined how we were going to manage ourselves as a team. In addition this team shared our individual work styles along with areas we wanted to develop at the beginning of the project.

In reviewing our work styles preference, I realized we had representation from all areas from promoting, developing, organizing, producing, inspecting and advising which I believe is reflective in our overall score and success as a team. This is also shown as where we decided to focus our development; we scored high at 100%. Interesting fact is that although we did not plan it, we seem to naturally change leadership roles between the members directly aligned with each of our individual major roles. This flexing allowed us to solve problems and generate solutions quickly.

Our improvement opportunity areas, Developing, Promoting, Organizing and Producing, represent the limited resources and quick turn-around of several deliverables. While we met each milestone, we did not include enough time for prototyping which slightly impacted timely communications with some of our key partners.

Having the diversity of the team was critical to the success of the team...especially for those that do not have an abundance of resources and the luxury of time.

Thanks for the opportunity to reflect and define what went really well and should be replicated and identify some of our key challenges that can be avoided in the next implementation or other projects.”

TMS Americas insight - A number of important things have been listed here. First, the My Team app has been used after a project was completed, so in a debriefing context which is a good application.

The facilitator also mentions the link to preference and that the teams' diversity in this area worked well. Sometimes teams simply do not have such preference diversity or if they do, it gets in their way. It is in these situations where the My Team app can be especially helpful in that it is dealing with performance only, so it can sometimes help teams see where their preferences may actually be getting in the way of performance!