

# Sustainable Development Stories

## Ideas for Sustaining Development after the Initial TMP Debrief



**TEAM SIGNALS APP** – *A team performance assessment measuring individual satisfaction against the High Energy Teams Model.*

TIPS FOR COMPLETING THE *TEAM SIGNALS APP* –

- Have participants complete the app just before or during a meeting.

### **APPLICATION 1**

#### **CHECKING IN ON TEAM ALIGNMENT & MONITORING PERFORMANCE PROGRESS**

“During a recent meeting with a group of engineers who had previously completed the TMP, I decided to utilize the Team Signals App. This group works remote from one another and do not see each other on a day to day basis. I had every intention of using the Team Signals app as a way for them to get to know each other, how they see the team moving forward, and ultimately initiate dialogue. The group had allotted 1 ½ hrs to complete, read and discuss the results.

The group was divided up by teams, which consisted of directors and managers. Each director sat at the same table with their managers. They were given 5 minutes to complete the Team Signals app based on the context of their team at the table. Once completed, they were given 20 minutes to review results. The individual groups were asked to agree upon & highlight the 3 areas they see the most opportunity for improvement. Flip charts were provided for them to work through and document discussions. Another 45 minutes were given for them to work through these areas, how they were going to get there, action plans, etc. Although they were pressed for time, they did manage to read and share with others.

As a group, everyone was engaged and would have liked to continue – they wanted more! The feedback was really good and the groups plan to revisit this same app when they meet again in a few months. The Team Signals app was a great way to check in on team alignment and monitor performance progress.”