

Team Purpose

Remember Team Resilience Conversations can only take place when all team members are at Coping resilience level or above. Everyone needs to feel safe to contribute and be heard.

ACTIVITY 1. Investigation

- Find out what each of your team member's thinks the team's purpose is. Notice where there are commonalities and differences. Notice where there is fudginess - when it's woolly, when it's not. Notice if it's just a repeat of your performance targets. Notice truly whether you're bored in hearing/reading it, or whether it captures your attention.
- Find out what each of your main stakeholders think that your team's purpose is. Notice where there are commonalities and differences. Notice where there is fudginess - when it's woolly, when it's not. Notice if it's just a repeat of your performance targets. Notice truly whether you're bored in hearing/reading it, or whether it captures your attention.

ACTIVITY 2. Identifying what must happen

- *With your team*, identify the must-win battles - those actions that you must get right for your team to be successful. Make sure these are in both the short-term and long-term.

ACTIVITY 3. Developing your team purpose

With your team, develop a short statement of your team purpose. Write it in 15-20 words. Test your team purpose.

- Does it just repeat the same words as the organisational mission or strategy?
- Does it capture the genuine value of your team?
- Does it ring out energy to those who hear it, read it?
- Does it make you personally feel motivated?
- What is important for each team member about it? Does it make each and every team member motivated?
- Does it allow you to explain your team's value to everyone else in the organisation?