



## NOTES:

# Team-killer Checklist

Here are some of the most likely factors that could undermine, and ultimately destroy, attempts to develop High Performing Team capabilities. All these factors, to differing degrees, are likely to be present at the outset. However if they are allowed to persist unchecked, or are reinforced by current policy and practice, they will seriously inhibit progress.

## Team-killer Checklist

Business Unit:	
Reviewer(s):	Review Date:

	Agree	Not Sure	Disagree
1. Team Leaders talk the role yet maintain an Autocratic Management style			
2. The Team Leader is managed by an Autocratic Sponsor			
3. The Team Leader is caught between the new expectations of the Team and a Sponsor who will not accept the Team as an empowered unit			
4. Leaders lack the skill and understanding to fulfil the new roles			
5. No one to turn to for support and advice			
6. Lack of clarity about the roles of Sponsor, Team Leader, Member and Stakeholder			
7. The top Team is visibly ineffective or is not applying the approach sanctioned for other teams			
8. Benefits and ease of creating High Performance Teams oversold in initial communication, leading to unrealistic expectations			
9. The pain and price of changing to the new roles and team approach is not understood or anticipated			

