



2 COLLABORATE
EXECUTING COMMON GOALS TOGETHER

= TeamConnect

Engaged Teams that Execute

Executing common goals

Most organisations struggle to execute their strategy through effective teamwork.

There are several reasons for this:

- Poorly defined or communicated strategies
- Lack of trust and cohesion
- Ineffective ways of working in and between teams
- Autocratic leadership styles
- Demotivating leadership behaviour
- Disengaged employees



Having a good plan does not guarantee effective execution.

Introducing TeamConnect®

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A team performance methodology to build the desired culture and ensure that teams execute their work. It comprises structured team meetings and on-the-job coaching and mentoring.

It connects:

- Leaders with their people,
- people in teams with each other,
- people with the organisation and their jobs,
- teams to other teams,
- businesses to their customers and suppliers.

Once connected, the focus is on engaging everyone to achieve common goals through effective teamwork, functionally and cross-functionally.



How does it work?



The methodology:

1. Drives a strong focus on performance and behaviour accountability
2. Equips leaders to engage, facilitate and coach
3. Has a clear **sequence** - Review, Set Goals, Ensure Team Fitness, Execute.
4. Builds highly effective work habits and team disciplines.

10 Habits of highly effective team meetings

1. Meetings are a high priority in everyone's diary!
2. They involve the people who can productively contribute to the required outcome
3. The team agree on the rules of engagement
4. Planning is broken down into horizons - quarters, months and weeks
5. Focuses more on the future than on the past
6. Creates clarity of Context, Goals, Action Plan and Individual Roles
7. Has visible action plans and holds people accountable
8. Uses the power of recognition
9. Keeps the team future fit
10. Promotes agility and continuous learning.

What makes it so effective?



—
Used at all levels
of the organisation

—
Every meeting
focusses on
performance (goals)
and behaviour
(values)

—
Provides a cycle of
continuous
improvement (review,
goal setting, action
plans and team
health)

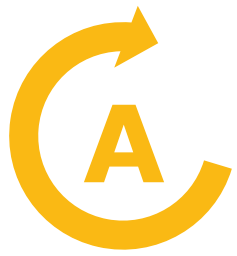
—
Facilitates on the
job coaching and
mentoring

—
User-friendly tools
ensure buy-in,
continuity and
sustainability

—
Mobile App or White
Board facilitates
goal setting and
action planning

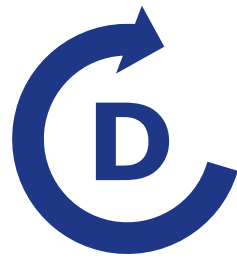
—
Increases
effectiveness of
functional, cross-
functional and
process teams

—
Ensures strategic,
tactical and
operational
conversations at the
right time with the
right people



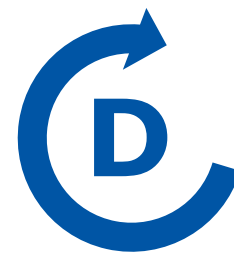
Analyse

Analyse current practices



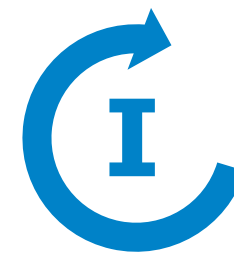
Design

Design the optimal meeting structure to ensure that the ideal levels of conversation, involving the right people, take place

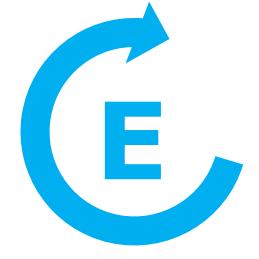


Develop

- Develop a **strategy map**, **team scorecard** and **values in action** to provide context and ensure leaders have clear goals, targets and behaviours.
- Set up the **mobile app**



Implement



Evaluate

- Effective use of **TeamConnect** included in the goals of Leaders
- Assessment results integrated into leaders' performance assessments
- Repeat annual culture survey

Implementing



Awareness

- Senior leadership introduce **TeamConnect** to the business and create awareness and desire in middle and first-line leaders
- Staff mobilisation



Desire



Knowledge

Leaders are trained and implement **TeamConnect** in their teams



Ability

TeamConnect coaches assess progress using the mobile coaching app



Reinforcement

- Use of App becomes part of daily operations
- Coaches coach leaders to optimize their effectiveness

Leaders attend **iLead** and employees attend **YOUnite**

TeamConnect coaches appointed and trained

The TEAM CONNECT App



TEAM CONNECT Summary

Jan | Cur | Nov | Dec | Multiple s. v

Last TeamConnect on 20 Feb 2019 | Last Refreshed at 24 Feb 2019 19:45

WOLUWEREN

Departments

- Business Development
- CI
- Executives
- Finance and IT
- Human Resources
- Operations
- Risk
- Technical

Team

- General Haulage (Han...
- HR Cape Town
- HR Centurion
- HR KZN
- IT
- KZN EE
- KZN Shop S
- LIC (Abhurghiem)
- MTS Braking

Team Members

- Andrew Crafford
- Annelize Marais
- Atrich Staats
- Baatsha Malapane
- Balan Naidoo
- Belinda Cordy
- Ben Ntshaba
- Beulu Van Skalkwyk

Planned TeamConnect Data

Full Date	Department	Team	Meeting Frequency	Planned TeamConnect
28 Nov 2018	Human Resources	Test Team	Weekly	1
03 Dec 2018	Human Resources	Test Team	Weekly	1
Total				103

Planned TeamConnect Calendar

103

Actual TeamConnects

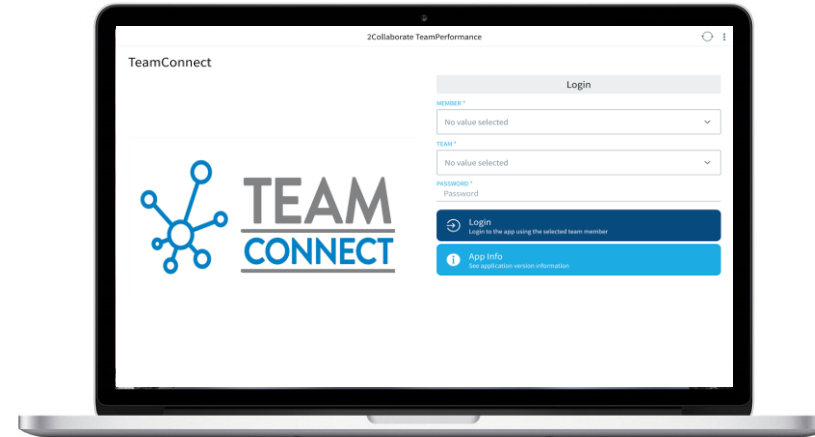
Full Date	Department	Team	Meeting	Status
25 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-25 @ 08:37	Cancelled
26 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-26 @ 08:42	Done
27 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-27 @ 08:54	Cancelled
27 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-27 @ 09:58	Cancelled
28 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-28 @ 08:30	Done
28 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-28 @ 12:20	Done
29 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-29 @ 07:13	Done
29 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-29 @ 09:06	Done
29 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-29 @ 10:00	Done
29 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-29 @ 11:00	Cancelled
29 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-29 @ 12:50	Done
30 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-30 @ 09:00	Cancelled
30 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-30 @ 12:24	Done
02 Dec 2018	Human Resources	Test Team	Test Team on 2018-12-02 @ 06:59	Cancelled
02 Dec 2018	Human Resources	Test Team	Test Team on 2018-12-02 @ 06:26	Cancelled
03 Dec 2018	Human Resources	Test Team	Test Team on 2018-12-03 @ 10:00	Done

Attendance Register

Team Member	Status
Gerhard Sevensen	Present
Hennie Britz	Absent
Hesi Visser	Absent
Gerhard Sevensen	Absent
Hennie Britz	Absent
Hesi Visser	Absent
Gerhard Sevensen	Apology
Hesi Visser	Apology
Gerhard Sevensen	Leave
Hennie Britz	Leave
Gerhard Sevensen	Present
Hennie Britz	Present
Hesi Visser	Present

Completed TeamConnect Calendar

17
16.50%



TEAM CONNECT

2Collaborate TeamPerformance

Login

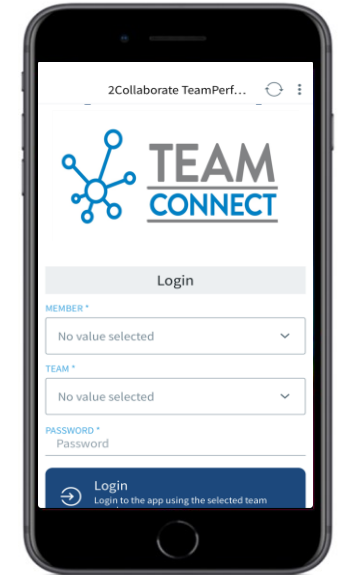
MEMBER *
No value selected

TEAM *
No value selected

PASSWORD *
Password

Login
Login to the app using the selected team member

App Info
Get application version information



2Collaborate TeamPerf...

TEAM CONNECT

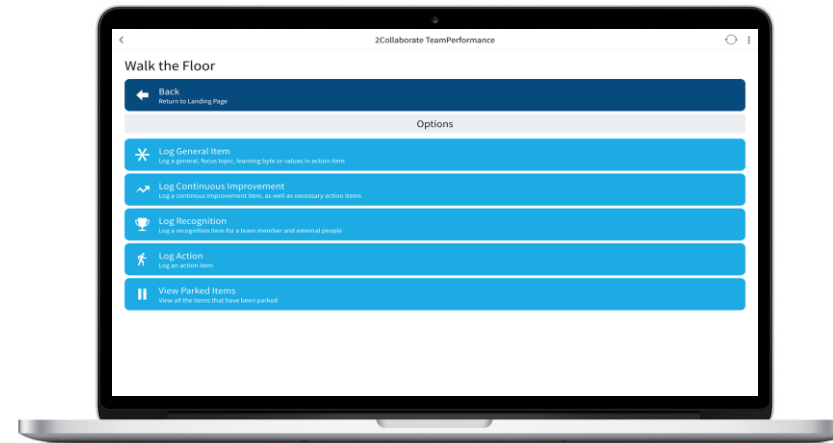
Login

MEMBER *
No value selected

TEAM *
No value selected

PASSWORD *
Password

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Login to the app using the selected team



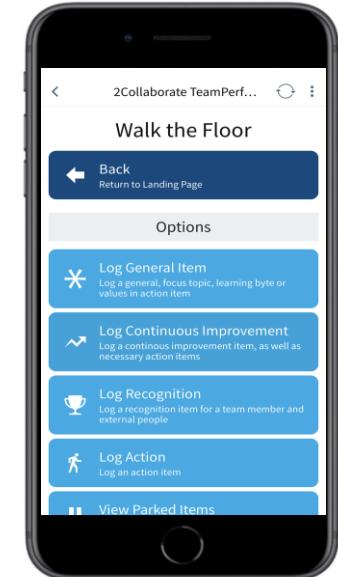
2Collaborate TeamPerformance

Walk the Floor

Back
Return to Landing Page

Options

- Log General Item**
Log a general, focus topic, learning byte or values in action item
- Log Continuous Improvement**
Log a continuous improvement item, as well as necessary action items
- Log Recognition**
Log a recognition item for a team member and external people
- Log Action**
Log an action item
- View Parked Items**
View all the items that have been parked



2Collaborate TeamPerf...

Walk the Floor

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Real-time information to manage performance



The benefits

Behavioural benefits



Strong focus on customer delivery (internal and external)



High levels of action orientation and accountability



Enhanced leadership credibility



Employees actively living the values



Increased engagement and pride in the brand

Performance benefits



Unified direction and alignment to common goals



Enhanced understanding of the business context



Execution and follow through



Discretionary effort



Cross-functional performance

Imperial logistics

“TeamConnect® provided a structured vehicle for engagement, giving our employees the confidence to be innovative and heard. It has also provided a platform for continuous learning initiatives, improvement processes and information sharing - driving our organisational journey towards operational excellence.”

Melicia Mouton, HR Director



“TeamConnect® is an awesome tool that has shaped and reiterated our culture as a business. It’s helped us communicate our strategic objectives and operating plan, and has allowed employees the opportunity to provide input and express themselves in decision making within our organisation.”

Sifikile Zondi, former Head of Learning & Development



2COLLABORATE

EXECUTING COMMON GOALS TOGETHER

“Coming together is a beginning. Keeping together is progress. Working together is success.”
- Henry Ford



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