



2COLLABORATE
EXECUTING COMMON GOALS TOGETHER



TEAM
CONNECT

$$\frac{1}{2} \left(\frac{1}{\sqrt{1-x^2}} + \frac{1}{\sqrt{1-x^2}} \right) = \frac{1}{\sqrt{1-x^2}}$$
$$\frac{1}{\sqrt{1-x^2}} = \frac{1}{\sqrt{1-x^2}}$$
$$\frac{1}{\sqrt{1-x^2}} = \frac{1}{\sqrt{1-x^2}}$$

$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$
$$2x + 4 dx = 3x^3 + x^2 + 4x + C$$
$$e^{x+iy} = e^x (\cos y + i \sin y)$$

$$\tilde{U}(\tau, \omega) = \frac{1}{\Lambda(\tau, \omega)} \exp \left[i \int_0^\tau \left(\frac{\omega}{\omega_0} \right)^{\frac{-1}{2q(\tau')}} - 1 \right] \omega d\tau'$$

$$\beta(\tau, \omega) = \exp \left[- \int_0^\tau \frac{\omega}{2q(\tau')} \left(\frac{\omega}{\omega_0} \right)^{\frac{-1}{2q(\tau')}} d\tau' \right]$$

$$\Lambda(\tau, \omega) = \frac{\beta(\tau, \omega) + \sigma^2}{(\beta(\tau, \omega))^2 + \sigma^2}$$

$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$
$$2x + 4 dx = 3x^3 + x^2 + 4x + C$$

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.

What is TeamConnect?

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

This effective methodology 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 their 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.
Review, Set Goals, Ensure Team Fitness, Execute.
4. Builds highly effective work habits and team disciplines.



10

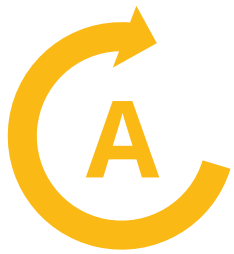
Habits of team meetings that deliver results

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 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.

Key differentiators

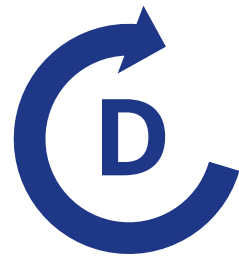


1. Used at all levels of the organisation
2. Every meeting focusses on living the values and performance goals
3. Provides continuous improvement cycle as all agendas include:
 - review ,
 - goal setting
 - action planning and
 - team health.
4. Facilitates on the job coaching and mentoring
5. User-friendly tools ensure context, aligned goals, action planning and accountability, knowledge building, escalation of unresolved issues, capturing new ideas and living the values
6. Mobile App or White Board facilitates goal setting and action planning
7. Increases effectiveness of functional, cross-functional and process teams
8. Ensures strategic, tactical and operational conversations at the right time by the right people



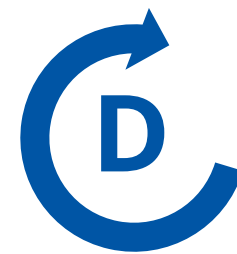
Analyse

Analyse current practices



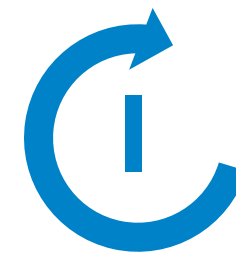
Design

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



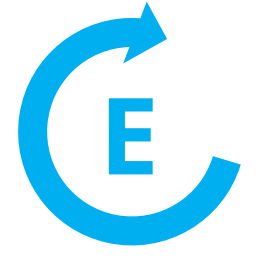
Develop

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



Implement

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Evaluate

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

Implementing



TEAM CONNECT



Awareness

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



Desire



Knowledge

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



Ability

TeamConnect coaches assess progress using the mobile coaching app



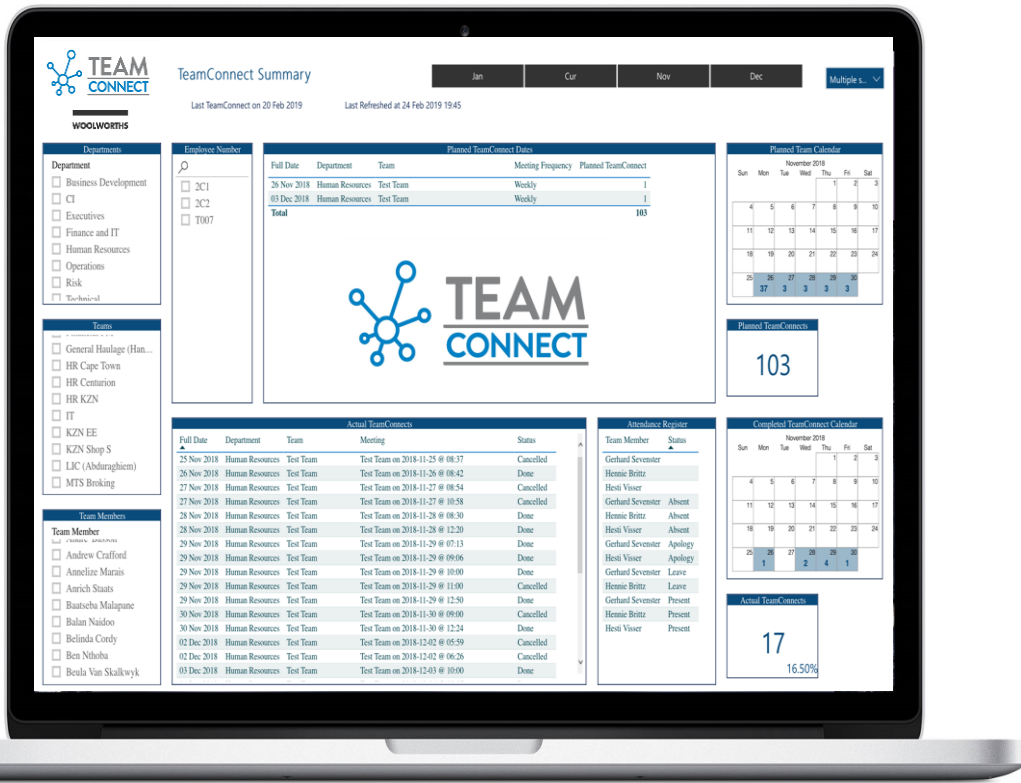
Reinforcement

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

Leaders attend **Lead2Connect** and employees attend **YOUnite**

TeamConnect coaches appointed and trained

The TEAM CONNECT App



TEAM CONNECT Summary

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

Woolworths

Departments

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

Teams

- General Haulage (Han...
- HR Cape Town
- HR Centurion
- HR KZN
- IT
- KZN EE
- KZN Shop 5
- LIC (Aburgahiem)
- MTS Bunking

Team Members

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

Planned TeamConnect Dates

Full Date	Department	Team	Meeting Frequency	Planned TeamConnect
26 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

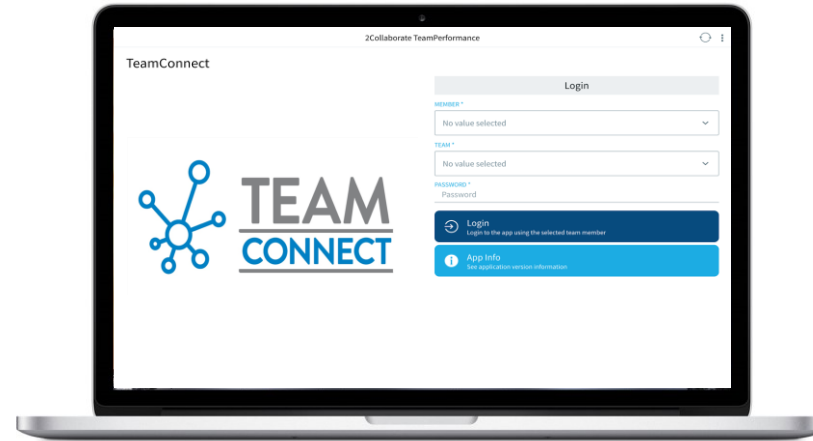
Full Date	Department	Team	Meeting	Status
25 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-25 @ 08:37	Cancelled
26 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-26 @ 08:42	Done
27 Nov 2018	Human Resources	Test Team	Test Team on 2018-11-27 @ 08:54	Cancelled
27 Nov 2018	Human Resources	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 @ 05:59	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	Absent
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

TeamConnect

Login

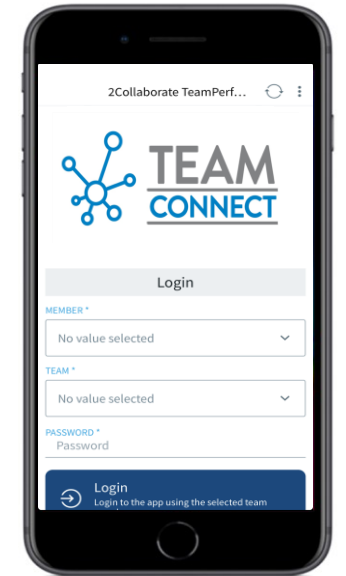
MEMBER *
No value selected

TEAM *
No value selected

PASSWORD *
Password

Login
Login to the app using the selected team member

App Info
Get more app version information



2Collaborate TeamPerf...

TEAM CONNECT

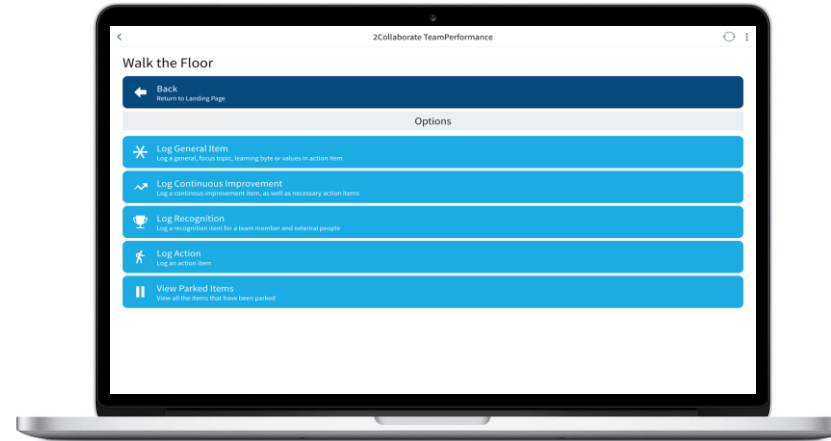
Login

MEMBER *
No value selected

TEAM *
No value selected

PASSWORD *
Password

Login
Login to the app using the selected team



2Collaborate TeamPerformance

Walk the Floor

Back
Return to Landing Page

Options

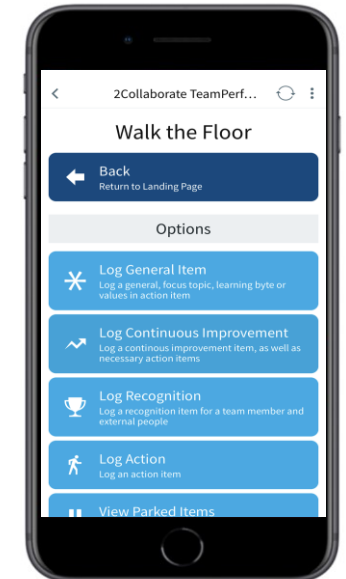
Log General Item
Log a general, focus topic, learning byte or values in action item

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 log items that have been parked



2Collaborate TeamPerf...

Walk the Floor

Back
Return to Landing Page

Options

Log General Item
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View Parked Items



Behavioural benefits

- Strong focus on customer delivery (internal and external)
- High levels of action orientation and accountability
- Enhanced leadership credibility
- Employees actively live the values
- Enhanced engagement pride in the brand and engagement

Performance benefits

- Clear and aligned 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



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"If everyone is moving forward together, then success takes care of itself." ~Henry Ford