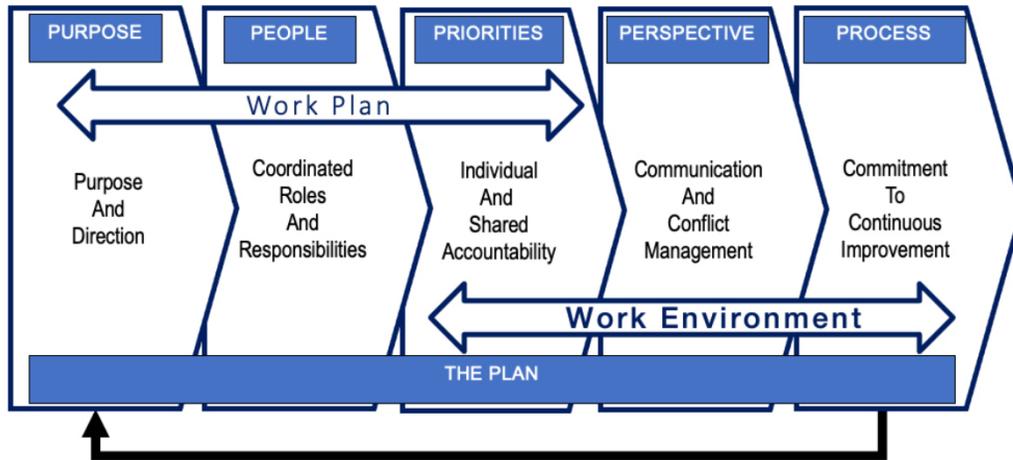


The 6P™ Team Effectiveness Model



Team Intent (Purpose): A clear sense of purpose provides the emotional endurance and mental toughness necessary to get the job done. What is the mission and purpose of your team and your actions? More simply, what is your WHY? Does each team member know and appreciate Mission and Purpose of your organization?

Roles and Responsibilities (People): Proper alignment of people and resources is a key component in organizational efficiency. Do all of your team members understand their own role and responsibilities and the roles and responsibilities of the other team members? Are the roles and responsibilities aligned with the skills, strengths, and mindset of the individual team members? If not, what conversations need to happen to get the right people in the right place doing the right things?

Strategic and Tactical Alignment (Priorities): Focused effort aligned with defined expectations is a key component of team effectiveness. Individual leaders and teams have a finite amount of energy, attention, and effort. Are your current organizational priorities aligned with the mission and purpose of your organization? If not, what needs to be addressed, changed, or resourced?

A Shared Consciousness of Reality (Perspective): One of the primary responsibilities of a leader is to provide reality and realism up to their bosses, down to their team members, and sideways to their peers. Does your team have the same sense of reality up, down, and sideways? Are your organizational priorities communicated to your team members in a timely and effective manner to ensure your team can adapt to the external rate of change? If not, what conversations need to happen and how often do you need to have conversations to ensure organizational alignment?

Structured Planning (Plan): In military planning, an operational planner must validate planning assumptions as true or false to continue the planning process. What assumptions have you made about your team, your current reality and the path forward?

Finally, what are the other questions do you need to ask about the plan moving forward?

- **Is it Adequate:** Does it accomplish the objective? Does it meet the intent? Does it accomplish all of your needs? Does it meet your criteria for success?
- **Is it Feasible:** Can you and your team accomplish the plan within the established time, space, and resource constraints?
- **Is it Acceptable:** Does it balance cost and risk with the advantage gained? Does it contain unacceptable risks? Organizational? Safety? Financial? Does it consider the current and future constraints and restraints?
- **Is it Complete:** Does the plan answer the questions who, what, where, when, how, and why?

Structured Re-Assessment (Process): Feedback and our ability to objectively examine our purpose, our people, our perspective, our priorities and our plan is a key contributor, if not the most important factor, to organizational effectiveness. Does your team have a structured and disciplined after-action report process to ensure continuous improvement? If not, what process needs to be put in place to ensure your lessons are learned and not just observed?