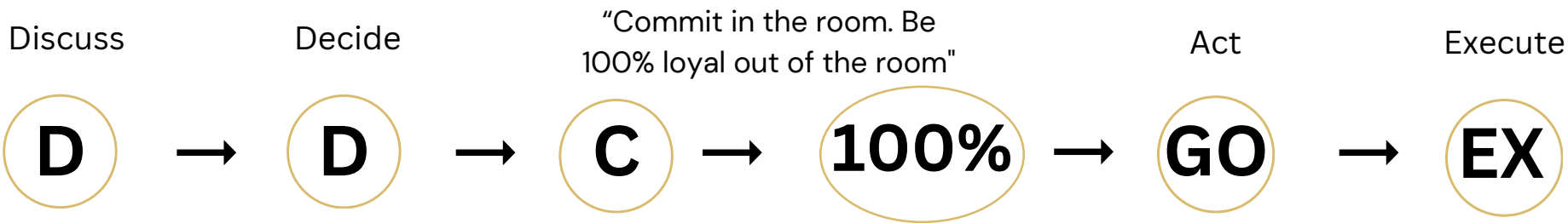


From Discussion to Execution.

High performing teams in action



- Great teams have strong dialogue around what matters most.
- This is the time for alternative view points and positions to be articulated.

- At some point a decision needs to be made.
- If a team member is missing from the meeting their alternate needs to be empowered to speak/act on their behalf.

- Regardless of a team members point of view, once a decision is made, everyone needs to support the decision.
- Silence is still a commitment!

- Post the decision, every team member needs to be 100% loyal to the decision and therefore the team.
- Every team member needs to communicate the decision to their own team with passion and commitment.

- Post the decision the team needs to have clarity of initial actions and who owns them.
- Avoid procrastinating, as this can lead to team members over thinking, re-raising previous and potential issues and objections.
- Start!

- Use the 1+3+6 or an alternative framework
- 1= the goal or successful implementation of the decision
- 3= milestones or sub-goals. Update and replace as you progress.
- 6= next best actions. Continually refresh these to create momentum.
- Have clarity of ownership, deadlines and reporting.



If issues are emerging post decision, the team needs to reflect on and debrief the quality of the dialogue.