

The Wheel of Team Care and Action

A tool for honing your effectiveness

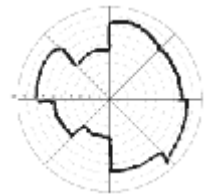
“Conversations for Action” Touch on Many Aspects of Your Work

The work we will do around Conversations for Action or “Action Meetings” touches on many areas of behaviour: how you assess your capacity and your ability to deliver; how you communicate about this with others; habitual moods you bring to planning, and to your work; how you respond to surprises and disappointments; and how you set up both yourself and your customer, for success.

The Wheel

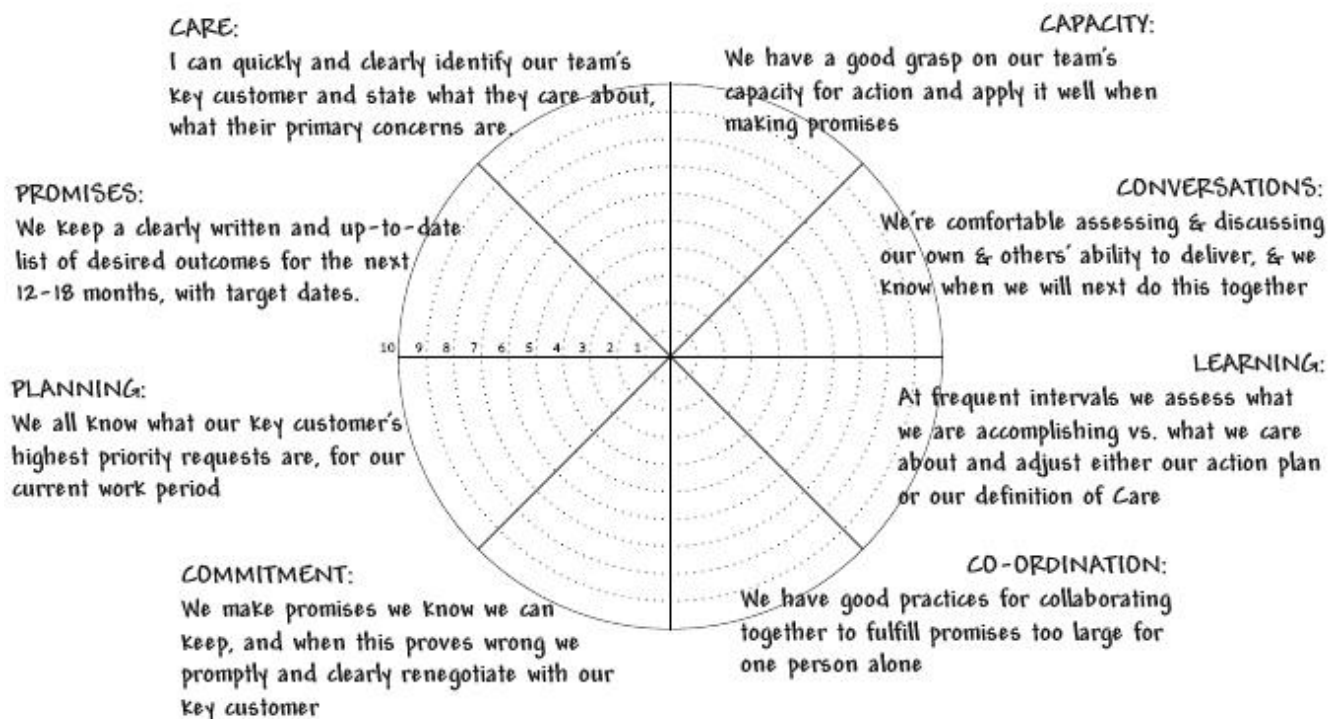
This wheel is composed of eight activities that together make up a way to plan and execute, in order to make real what you collectively care about. These are not simply methods or ideas – they are fundamental, healthy “ways of being,” proven (by years of practice at the Institute for Generative Leadership) to work together to enhance effectiveness and to create teams that consistently bring positive change into the world. These can be learned, and with time, if not well tended, will probably be dropped and unlearned.

So, at this point in time, how strong would you say your practices and skills are in the following areas? Ranking is arbitrary, so if unsure where to start, just pick the category you are most satisfied with, give it a high score, and work your way around the circle from there, drawing the arc at the right place in each circle segment. It will look something like this when you are done:



This is not a test, but rather a way to help you identify where to focus, both in your team reflection activities, and with your coach during coaching calls.

Note that before you start, you must identify your primary customer: the one who wins or loses if you deliver on your promises. Multiple primary customers is a red flag, likely to complicate your replies below.



So: Given the shape of your wheel, what kind of “ride” can your team, your customer realistically expect?


Deborah Preuss