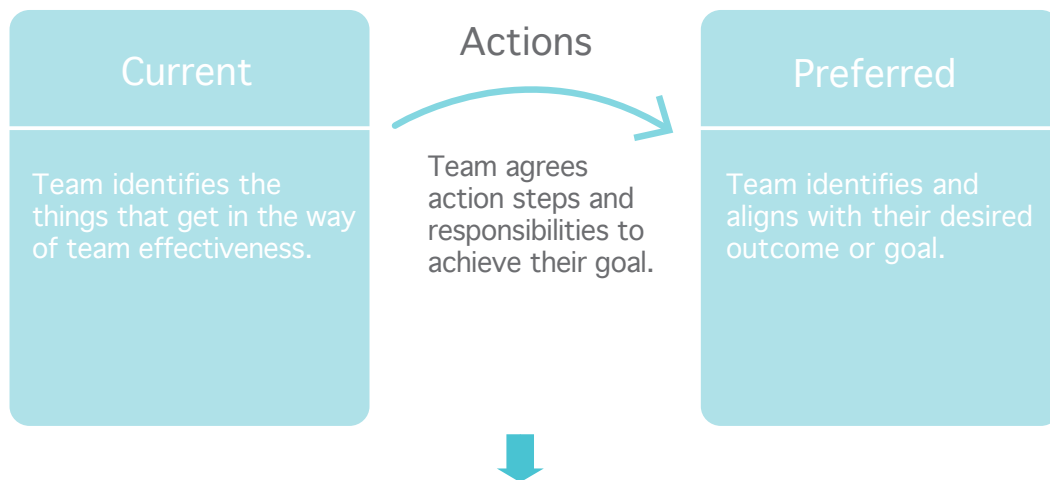


## team effectiveness > our process

1. **Current situation:** What's happening in our environment?
2. **Preferred outcome or goal:** What do we want?
3. **Actions:** What do we need to do to achieve our goal?

Our 3 stage process ensures that action steps are designed from a future focus not just reaction to past experiences. Furthermore, behavioral research shows that people are powerfully motivated by goals, especially when they have been involved in developing these goals.



Once the team knows where they want to go, and there is clear preferred outcome established, we help them to develop an action plan with detailed timelines and responsibilities, to achieve their desired outcome.

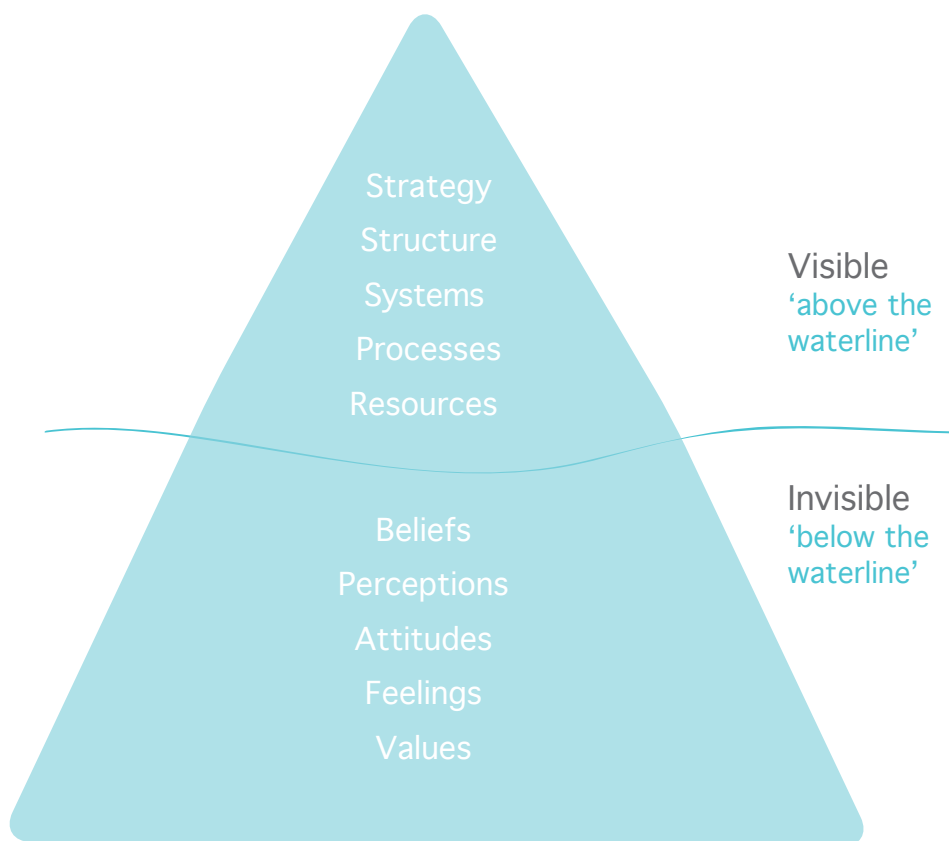
What	Who	When
• _____	• _____	• _____
• _____	• _____	• _____
• _____	• _____	• _____



## Iceberg model

Throughout our team processes, we ensure that the team looks at both the 'visible' and 'invisible' aspects impacting their team effectiveness.

The Iceberg model reflected below is a useful way to show the impact that the invisible, "below the waterline" aspects - such as attitudes, beliefs and values - can have on team performance.



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## Contact us

For further information on how we can grow your team's effectiveness, please contact Monika directly on 0424 296 500 or email us at [info@inovision.net.au](mailto:info@inovision.net.au).

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