

THE CONVERSATIONS OF TEAMS

A team is a set of on-going conversations regarding certain types of commitments. The following conversations for commitment must take place if a team is to be a team and succeed in the work it undertakes.

1. Team members commit to coordinate action for the sake of a shared strategic mission.
2. Team members commit to owning the shared mission.
3. Team members commit to fulfill a particular role or domain of action in the team's division of labor.
4. All members commit to develop and carry on practices to anticipate future breakdowns and future opportunities for the team's mission.
5. Team members commit to the team's unity of command and the policies or protocols that will be followed.
6. Members commit to evoke and produce trust.
7. Team members commit to a mood of success in the mission.
8. Team members commit to the team's standards for assessment.
9. Team members commit to the future of the organization, to the team and to each other's careers.