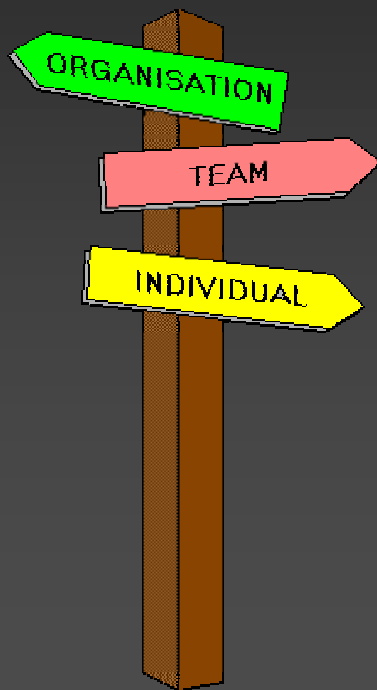


# *T.E.A.M.*

*The Employee Alignment Method:*



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Aligning what employees want,  
with the best interests of the Company.

# *What does T.E.A.M. do?*

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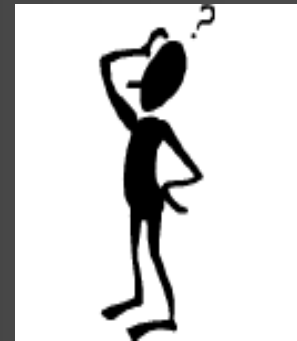
T.E.A.M. aligns what employees *want*, with company *goals*.

Specifically, T.E.A.M.:

- identifies employee *wants* that align with company goals,
    - identifies *blocks*,
      - tailors *solutions*, and thereby
    - maximises employee *performance*.
-

# *How is T.E.A.M. different?*

- All too often, programs prescribe solutions without fully uncovering the underlying problems.
- T.E.A.M. starts with the facts:
  - what does the company want?
  - what do the employees want?
  - what is getting in their way?



and only then do we start looking for solutions.

- Also, you don't have to wait for problems – T.E.A.M. aims to maximise performance even where things appear to be going OK.

# *How does T.E.A.M. work?*

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- T.E.A.M. allows:
    - each employee to clarify what they *want* from their job for their own reasons, and
    - us to identify ‘mis-alignment’ or differences between the company’s *goals* and those of its employees.
-

# *How can T.E.A.M. help?*

- T.E.A.M. explores employee performance in terms of: *wants, blocks, and solutions.*
- T.E.A.M. identifies three things:
  - employee *wants* that run counter to company or team goals, and
  - *blocks* that prevent employees fulfilling their *wants*, and
  - *solutions* that clear the blocks and result naturally in employee motivation.

# *How does T.E.A.M. do it?*

- T.E.A.M. identifies **wants** through questioning and consultation - eg:
  - the company or team goals, and/or
  - the employee's wants.
- T.E.A.M. identifies **blocks** through analysis – eg:
  - internal inconsistencies, and/or
  - communication blocks.
- T.E.A.M. identifies **solutions** through experience – eg strategies for:
  - goal re-alignment, and/or
  - business re-organisation.

# *Company Wants*

*“Where to from here?”*

- Who is responsible for setting company or team *goals*?
- How are the goals enunciated and recorded in each area of operation?
- What time frame applies to each goal?



# *Employee Wants*

*“True empowerment comes from knowing and doing what you really want.”*

- T.E.A.M. identifies and records the *wants* of an individual employee in terms of:
  - employment *wants* (eg career goals, to perform well & be rewarded appropriately), and
  - personal *wants* (eg flexible hours)?
- T.E.A.M. asks “are all the *wants* of the company or team, and the employee, working towards a particular goal, or are the wants and the goals fractured and inconsistent?”



# Blocks

“Getting to the root of the problem.”

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- T.E.A.M. prescribes interviews to identify blocks:
    - for the employee – via his/her superiors and subordinates,
    - for the company/team – via a senior executive or manager and other team participants.
  
  - T.E.A.M. also looks for available data that may produce a clearer picture of a *block*? - eg:
    - sales records
    - timesheets
    - employee communications
    - financial records.
-

# *Blocks*

*“It all depends on how you look at things.”*

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- T.E.A.M. asks “What does this new perspective say about:
    - the *wants* of the employee and the company or team?, and
    - *blocks* in performance/causes of poor performance?”.
  - If there is alignment, T.E.A.M. supports the employee.
  - If not, T.E.A.M. asks “How can *blocks* be removed so that the *wants* of the employee can be aligned with the *goals* of the company?”
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# *Solutions*

*“There’s going to be a few changes around here.”*

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- To implement the results of T.E.A.M., sometimes workplace changes are necessary.
  - T.E.A.M. asks “What physical steps can be taken to ensure that company or team goals are met?” – eg:
    - is new equipment required?
    - is remuneration satisfactory?
    - is the person the right person for that particular job?
    - are targets too high or low?
-

# *Solutions*

*“You can’t always do what you want, but you can always want what you do.”*

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- To implement the results of T.E.A.M., sometimes personal changes may be necessary.
  
  - T.E.A.M. asks “What personal changes can be made to ensure the goals of the company or team are met?” – eg:
    - are goals realistic?
    - are personality conflicts reducing performance?
    - are the employee’s expectations too high?
    - is the person emotionally equipped to do the job?
    - is open communication being achieved?
-

# *What is the T.E.A.M. result?*

T.E.A.M. enables company goals and employee wants to be met, which harmonises the workplace – promotes a feeling of synergy – and in so doing, *boosts employee performance.*

