



Team Insight Survey

Objective: To provide a collective view of the team/department's strengths, areas of opportunity, overall potential, and fitness within the organization.

Assessing collective strengths and weaknesses is a crucial step in developing effective teams. By capitalizing on key strengths, while addressing key areas that are hindering performance, the team can maximize their contribution to the overall organization.

About the Model

It is important for organizations to enhance the performance of the teams/departments/functions in order for it to succeed in today's competitive, complex and ever changing business environment. Team Insight is an assessment tool that provides a picture of how a given work unit is perceived by the different constituencies that impact its success. It gives a framework for team development and continual improvement of the groups' effectiveness within the context of the organization.

Clarity/Alignment relates to the definition, clarity and agreement of vision, goals, and roles of the team, the individual within the team and its fitness/consistency with those expected by other teams/departments/functions within the organization. **Competency and Process** measures the ability of the team to meet its goals and fulfill its role, both in terms of functional know-how/skills and operational processes. **Communication, Decision-Making, and Trust** measures the internal dynamic of the team from the team members' perspective as well as from other teams/departments/functions who witness that dynamic. **Leadership** assesses both the formal and informal leadership demonstrated by the various team members, including the official team leader (manager) as seen by other segments of the organization. **Context/Environment** addresses how the team/department role and performance are understood and valued by the greater organization and how it fits with its culture and overall expectations.

About the Author

The Team Insight was designed and developed by Jaime Jusidman, President of ExecuQuest.

ExecuQuest is a 30-year-old management consulting firm – and the parent company to ExecuSurv. The principals of ExecuQuest are recognized as some of the leading minds in the field of Organizational Development. ExecuQuest has helped numerous companies improve the performance of their employees and develop their leaders, including E & J Gallo Winery, TJX Companies, Godiva Chocolatier, Yum! Brands, ING Group, Disney, Sears, Motorola, General Motors and many more.

Combining their experience and expertise, the senior consultants had a unique perspective on team/department/function development, which evolved into the ExecuSurv Team Insight.

Skills/Competencies Measured

Clarity
Competency and Process
Communication
Trust
Leadership
Context/Environment Fitness

Sample Items

Clarity/Alignment

- The individual roles of each of the team members are clearly defined.
- Members of the team openly discuss what they expect of each other.

Communication

- Members of the team communicate in a clear and open manner.
- All of the team members individually strive to help the team succeed as a whole.

Leadership

- Team members feel empowered to participate in the team decision-making processes.
- The team leader takes steps to ensure that the team as a whole receives recognition for accomplishments.

Context/Environment

- The role of this group is clearly understood by the rest of the organization.
- The team objectives are clearly aligned with the rest of the organization.

Language Options

English and Spanish

Instrument can be translated into other languages.



Team Insight Survey

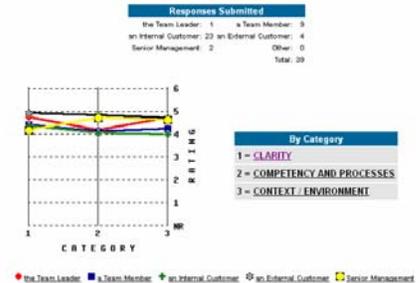
The Value of Feedback to Teams/Departments

The ExecuSurv Team Insight is a practical way to provide a collective view of a team's strengths, areas of opportunity, and overall effectiveness. By incorporating team member and team leader assessment of the team with feedback from the internal/external customers, senior management, and other constituencies involved in the professional network, teams can gain a significant understanding of their impact on others and assess their effectiveness as a unit. Ultimately, the information gleaned from the Team Insight can result in significant growth as a team. By completing this process yearly, teams will be able to measure their development and progress over time.

About ExecuSurv

Founded in 1996, ExecuSurv traces its roots back to an established Organizational Development consulting firm, ExecuQuest, Inc. The principals of the firm recognized that the Internet could be leveraged as a channel of communication, greatly increasing the efficiency and effectiveness of data gathering. ExecuSurv began development of its survey platform in 1997, deployed its first survey in 1999, and is positioned today as one of the only companies of its kind that can deliver proven web-based survey applications in combination with the experience and expertise to help organizations manage the overall survey deployment process.

The Technology



The technology that underlies our survey applications is web-native and 100% proprietary. It was designed with the singular intention of gathering data online. The system has a built-in set of user-friendly data analysis tools, which includes:

- Demographic segmentation
- Longitudinal comparison
- Average score by category (*shown above*)
- Average score by question or item
- Score distribution by question
- Demographic segment ratings against overall company norm.
- Responses to open-ended questions

The system resides on ExecuSurv's secure server, hosted in one of Southern California's most prominent co-location facilities. The data is stored on an SQL server. Our team fully administers the deployment of each survey, so no administrative or IT resources are required of the client.

Additional Services

- ✓ Custom Survey Deployments
- ✓ 360 Feedback Facilitation
- ✓ Paper Survey Processing