



Team Development Framework

TALENT DEVELOPMENT

The Team Development Framework helps colleagues strengthen the way they work together. It makes workstyle differences, contribution gaps, trust, challenge and follow-through discussable, then connects these dynamics to collective delivery. Assessment evidence, facilitated dialogue and real-work application give teams a practical route towards stronger coordination, accountability and learning through seven connected practices.



THE MODEL AT A GLANCE

The approach

Seven connected practices move teams from insight into workstyles and contribution towards trust, challenge and shared accountability. Three diagnostic tools, facilitated dialogue and live-work experiments help colleagues establish practical commitments, strengthen coordination and review collective delivery over time.

When to use it

- Help a new or changing team establish clear shared working expectations.
- Resolve friction from communication differences, contribution gaps or duplicated effort.
- Strengthen trust and peer accountability when decisions or commitments stall.

What the model covers

Understand workstyles · Align contributions · Build trust and candour · Challenge for better outcomes · Honour commitments · Practise mutual accountability · Deliver together

Value for your organisation

- Creates shared language for workstyles, contribution and effective everyday team behaviour.
- Supports direct conversations about risk, tension, constructive challenge and practical support.
- Connects stronger coordination and accountability with delivery, client value and learning.

Put it into practice

Agree the business context and diagnose the team dynamics that matter most. Facilitate honest dialogue and practise critical conversations, then establish a focused charter. Apply practices to live priorities and review behaviour and outcomes through shared accountability.

Outputs you can use

- Team diagnostic combining workstyle, contribution and performance-watchpoint evidence in business context.
- Focused team charter setting commitments, standards and shared working practices.
- Priority workplace experiments and a review rhythm for behaviour and outcomes.