



Setting team purpose

Leadership Dimensions

Engaging the team

Influencing for results

Sharing the vision

High –performing teams invest time and effort exploring, shaping and agreeing on a purpose that belongs to them both collectively and individually.

Members of a team should agree:

- what the team is expected to accomplish
- how progress is measured
- what problems they need to address

It's important to frame the team purpose in a meaningful way so that the results the team commits to are challenging and clear, and are goals that the members value and recognise as important.

The more team members are involved in agreeing why they exist as a team and the results they want to achieve, the more committed they are likely to be to achieving those outcomes.

When to use this tool

- When your team is meeting to consider and agree their team purpose

What to do

1. Spend some time yourself **preparing your thoughts about team purpose** prior to the meeting, using the matrix provided.
2. Invite team members to **prepare their thoughts about team purpose** prior to the meeting.
 - Give them a copy of the **Agree your team purpose matrix** a few days before the meeting.
 - Ask everyone to jot down their thoughts in the days leading up to the meeting - what brings them to work each day, what values drive their efforts every day, what captures the genuine essence of your service.
3. At the meeting, use the matrix as your discussion focus
 - to document the ideas that team members bring to the meeting
 - to compare and evaluate the relevance and value of ideas submitted and to add insights that come from the discussion
 - to note alternatives, qualifications and explanations that emerge during discussion
 - to draw suggestions together and define your **team purpose**

Tips for the meeting

Draw the **Agree your team purpose matrix** up on a white board, OR project the matrix on a screen so that ideas can be documented and evaluated in real time.

Reflect on what people in your team and service genuinely care about.

What we do	Whom we do it for	How we do it	Notes
Record what team members ACTUALLY BELIEVE APPLY to your team, NOT what everyone THINKS SHOULD APPLY.			For example, short to long-term relevance
Bring together the suggestions that everyone has made and define YOUR TEAM PURPOSE			