

Team Time Overview

The Academy experience will be unique for each participating team. Local data and conditions, coupled with relationship and operational realities require the design of learning and planning experiences they adapt.

The first Academy meeting agenda allows for multiple hours of dedicated team time. One of your roles as an effective team is to be certain you use your time productively. Some teams may come having covered a lot of ground already while others may be just starting these deeper conversations. Some teams may have a complete vision statement while others may have not begun. Some may have a strong command of data and scanning elements and others may be searching for solid information.

Each team will want to be certain they honor and use the work they have already completed. This should be done by asking for consensus of the group on work tools as well as testing their understanding of the work with simple, compelling questions where appropriate.

The expectation of the first Academy meeting is to make progress on a **Strategic Action Plan**. That plan may have the six elements below.



The 10 above-mentioned tools are to help your team do this at a high level of thought and quality. You and your coach may want to adapt them to your unique circumstances. You may choose to use some work tools and not others.

The tools will help the team create dialogue, consensus, and develop the Strategic Action Plan.

The majority of time in this meeting may be spent getting clarity about what success will look like and analyzing the current conditions. Being rigorous and detailed in these steps builds clarity, buy-in, and accountability down the road.

It is expected that your team work tools from this meeting will be “drafts” that require follow-up work at home, the review and input of others, as well as additional expertise and technical assistance to finalize.