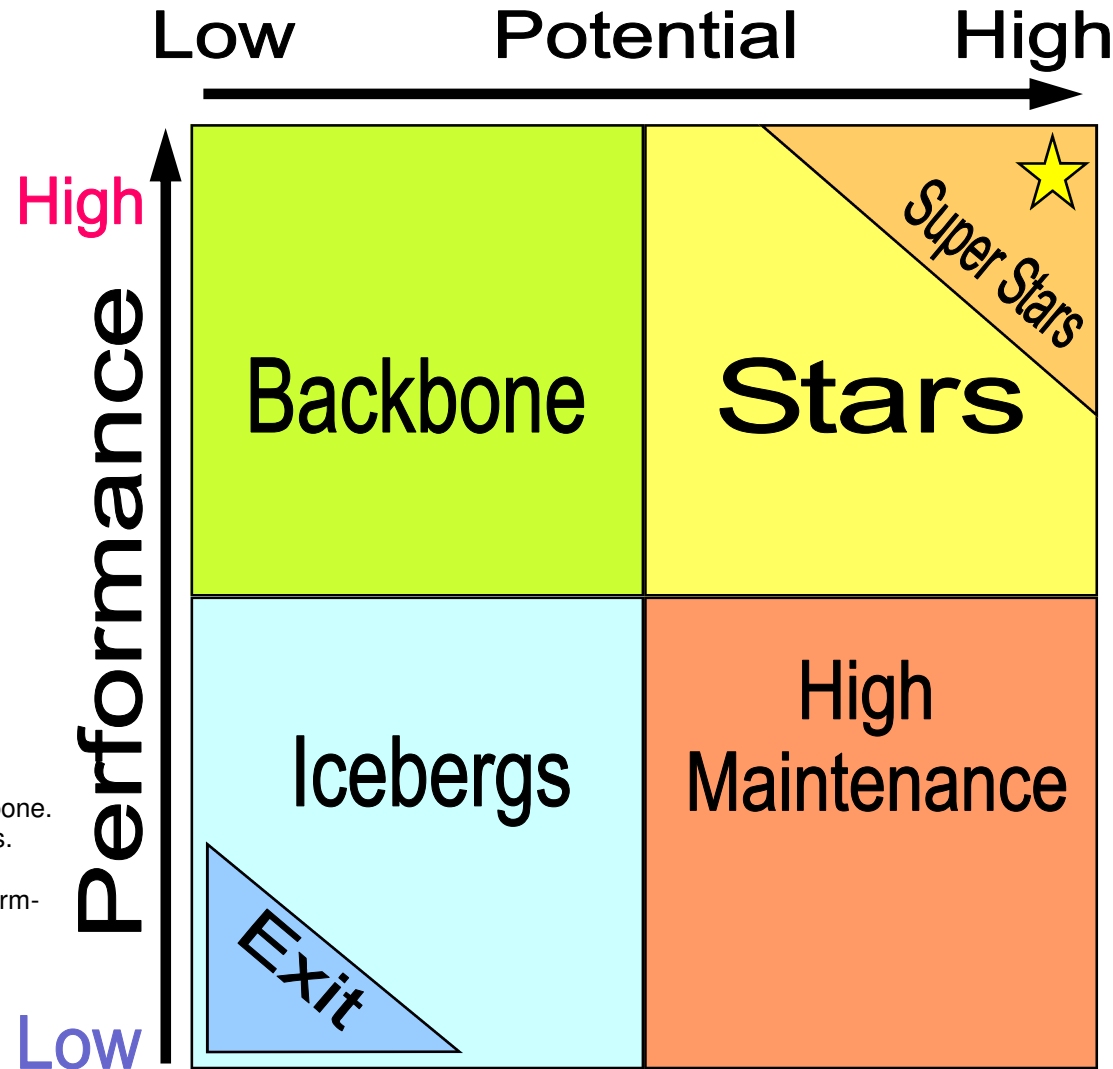


How does your team stack up?

A tool for assessing teams and identifying development direction and aims.



121 business coach



Backbone

Characteristics

High performance, low potential

Management

Give recognition on results.

Development

Can be used to train and coach other
To bring out more productivity.

Icebergs

Characteristics

Low performance, low potential

Management

May counsel a potential star or backbone.
Counsel to establish trust, agree aims.

Development

Train on skill gaps take action if performance remains low. Prepare for exit.

Stars

Characteristics

High performance, high potential

Management

Agree challenging work to stretch them

Development

Coach and mentor, agree projects and career development.

High Maintenance

Characteristics

Low performance, high potential

Management

Counsel investigate boredom or low challenge?

Development

Inspire, motivate, encourage to improve performance and reach potential