

introducing the think one team™ framework

thinkoneteam™

what is think one team™?

Think one team™ helps complex organisations to deliver initiatives and operational tasks faster, at a lower cost and at a higher quality, with less people issues.

Designed in Australia, by Olympic and Business Psychologist Graham Winter, this innovative framework builds partnering capability and embeds a practical model and set of tools and practices to improve teamwork across boundaries.

It provides an ideal way to develop capability and improve the business at the same time.

practical model

The think one team™ framework illustrates five core practices that characterise the best and the worst of teamwork across boundaries. Examples of best practices are shown below.

1. **share the big picture** - find synergies between business units, do what is best for the whole organisation
2. **share the reality** - focus on real performance, have the tough conversations
3. **share the air** - invite ideas from other areas, get the right people in the right forums, communicate directly
4. **share the load** - prioritise and plan together, practise clever collaboration, be clear about roles and expectations
5. **share the wins and losses** - pay close attention to results, debrief to capture lessons learned, reward true performance

who benefits?

The think one team™ framework can be introduced at any level from executive team to operational units through the engaging and easy-to-read book and the simple modularised approach.

It is widely used in both the private and public sector to boost the teamwork across boundaries.

how does it make a difference?

Think one team™ works because it builds and embeds core capabilities via simple, practical and effective tools. These capabilities are:

- **united leadership** - strengthening the unity amongst senior leaders and equipping them to foster the teamwork across boundaries that is essential to executing key business initiatives.
- **applying the five practices model** - identifying practical opportunities to apply the 'one team' model and behaviours in day-to-day work.
- **collaborative problem solving** - generating business improvements and savings by fostering collaboration between business functions and amongst colleagues.
- **building partnering relationships** - initiating and sustaining the partnering relationships that are essential for teamwork across boundaries between business units and with alliance partners.
- **creating partnering agreements** - providing the capabilities and tools to build effective and sustainable Partnering Agreements (to replace the out-dated Service Level Agreements).
- **shared learning / debriefing** - instilling the capabilities and tools required to debrief performance, create shared learning and to apply that learning to improve performance.
- **measuring partnering effectiveness** - three simple and effective online tools provide a quick and cost effective way to measure and reinforce the one team and partnering behaviours.

implementing think one team™?

Think one team™ can be delivered as a full program or through separate modules to suit the business needs.

Please visit www.thinkoneteam.com or contact:

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imagine the possibilities
when everyone in your organisation
thinks and acts as one big team

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