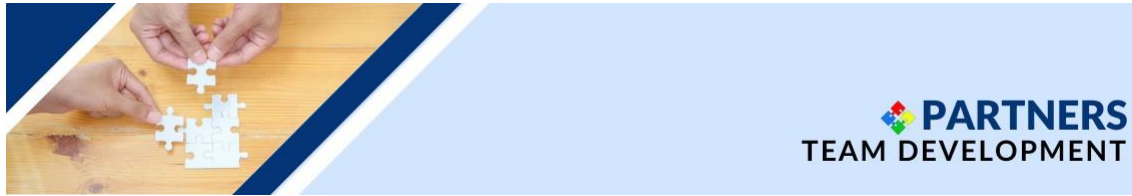**Introduction to the PARTNERS™ Team Accelerator Model.**

The COVID-19 pandemic has thrown businesses into turmoil with many having to re-evaluate the way they operate. The same can be said of the various teams that constitute an organisation. With many organisations now returning to some form of 'normality' the time is right for teams to recalibrate and refocus how they operate. The PARTNERS™ team accelerator process allows teams to look again at the essential team basics that can ensure teams get off the to the best possible start or simply get back on track.

- The PARTNERS™ team accelerator process is an eight-stage model that allows team leaders and their teams to get the foundations of team performance in place before tackling the various tasks and goals that the team must deliver.

- The process is easy to learn and to apply and can be facilitated by a team manager or leader, although in the early stages it is recommended that a PARTNERS™ team coach supports the team through the process.

- The time taken to go through the process depends on the size, experience, and performance of the team, but it can be delivered in either a half or a full day, both virtually and physically or via a programme, the length of which is determined by the company.

- The key outputs of going through the PARTNERS™ process are as follows:

    (a) An opportunity for the team members to individually outline and express their hopes, fears, expectations, ideas, and proposals as to how the team achieves high performance.

    (b) Clarity around team Purpose and the specific Aims and Goals the team has to achieve.

    (c) An agreed Team Training and Development Plan.

    (d) An agreed Team Contract which outlines what the team is going to achieve, how they are going to achieve these aims and what agreed behaviours each of the team members will abide by in order to deliver the actions and aims.

   (e) An agreed Team Performance Review process.

The PARTNERS™ Team Accelerator Model in more detail.

The PARTNERS™ model can be used to identify the key aspects of a team and its strengths and development areas. Facilitated sessions (either physically or virtually) of the PARTNERS™ process will be a team development plan, a team contract along with individual actions that will ensure the development plan comes to fruition and ensuring the team contract is fulfilled. Facilitated by team performance coach, Allan Mackintosh, the sessions are interactive, action plan based and will result not only in a team development plan but in a more cohesive and focused team overall. This can be delivered both virtually or physically.

	Overview of Stage	Main Aims of each Stage
P	**P = PURPOSE**	Many teams do not know exactly what the team purpose is as they can get bogged down in trying to work out a team vision and mission. Visions and missions do not always apply to every team but every team regardless of seniority has a purpose. The team members may be aware of what they must do individually but struggle when asked what the overall purpose of the whole team is. It is vital that this is understood by all team members and not just by the manager or team leader
A	**A – AIMS, GOALS AND TARGETS.**	What are the team's specific aims, goals, and targets? Most teams are brought together to deliver outputs, and these tend to be short term (up to a year) in the main although larger project teams can have goals and outputs which are of a greater duration. The key here is to ensure 100% clarity as to what the specific goals for the team are and what each individual's aims and goals are and how they are being measured.
R	**R – RELATIONSHIPS, ROLES & RESPONSIBILITIES**	Does everyone understand their specific roles and responsibilities? Do they know their specific objectives and measures aligned to their role and responsibilities? What are the various personality styles and how well do they fit together in the team? Have each person's strengths been identified and are they being used to their full effect within their roles?
T	**T – TRAINING & RESOURCES**	Are there any major training needs and does the team have all the resources they need in order to achieve their goals and targets? There may be a training need for the whole team but also individual needs that need addressed in order that everyone can achieved their agreed goals and objectives.
N	**N - NEEDS**	It is vital that the team has an agreement in place that highlights how best they are going to work together. This achieved by establishing what each team member needs personally in order to work productively within the team. Once these are established then a review of what has worked well and not so well within the team can be established. It is also important that individual values are outlined so that awareness of individuals' preferences is increased across the team.
E	**E – EXPECTATIONS & EMPOWERMENT**	What are the expectations of the manager or team leader of the other team members? What are the Team's expectations of the manager or team leader? What are the levels of empowerment? What can be done without referral to the manager? What needs consultation and what needs full approval? Once there is agreement and expectations managed then these can be added to the team 'contract'. It is also important to discuss how decisions are going to be made within the team.
R	**R –REWARD & RECOGNITION & REVIEW**	What reward and recognition processes are needed in order that the team pulls cohesively and productively together? What review processes will be agreed and at what frequency? How will the team review the overall progress towards the team goals?
S	**S – SUPPORT & STAKEHOLDERS**	What support processes must be put in place in order to support the team towards its goals and targets? Who are the team's key stakeholders and how are they going to be managed & influenced?

Allan Mackintosh is the Lead Coach at PARTNERS Team Development. He is the author of 'The Successful Coaching Manager' and the creator of several team and personal development frameworks including PARTNERS™, OUTCOMES™ & DIAMOND MOTIVATION™
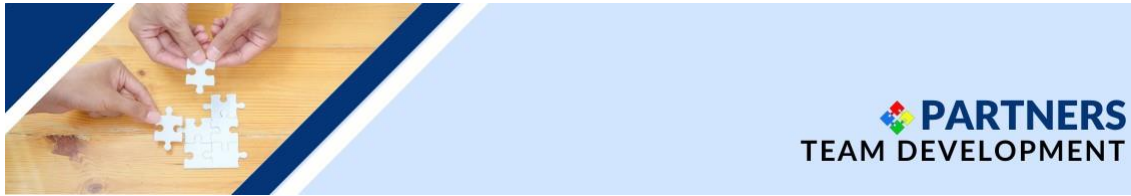
To discuss how the PARTNERS™ process can support you and your team contact Allan direct on 00 44 776 416 8989 or E-Mail
allan@partnersteamdevelopment.com