

Team Amplifier

Team Matrix

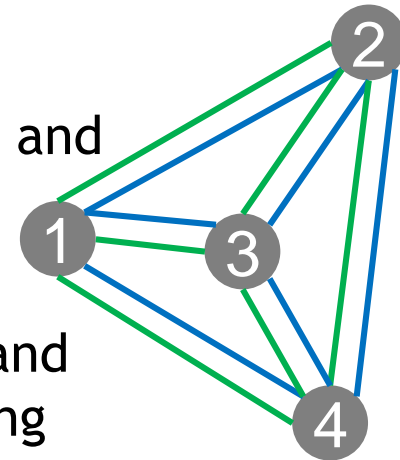


Goals

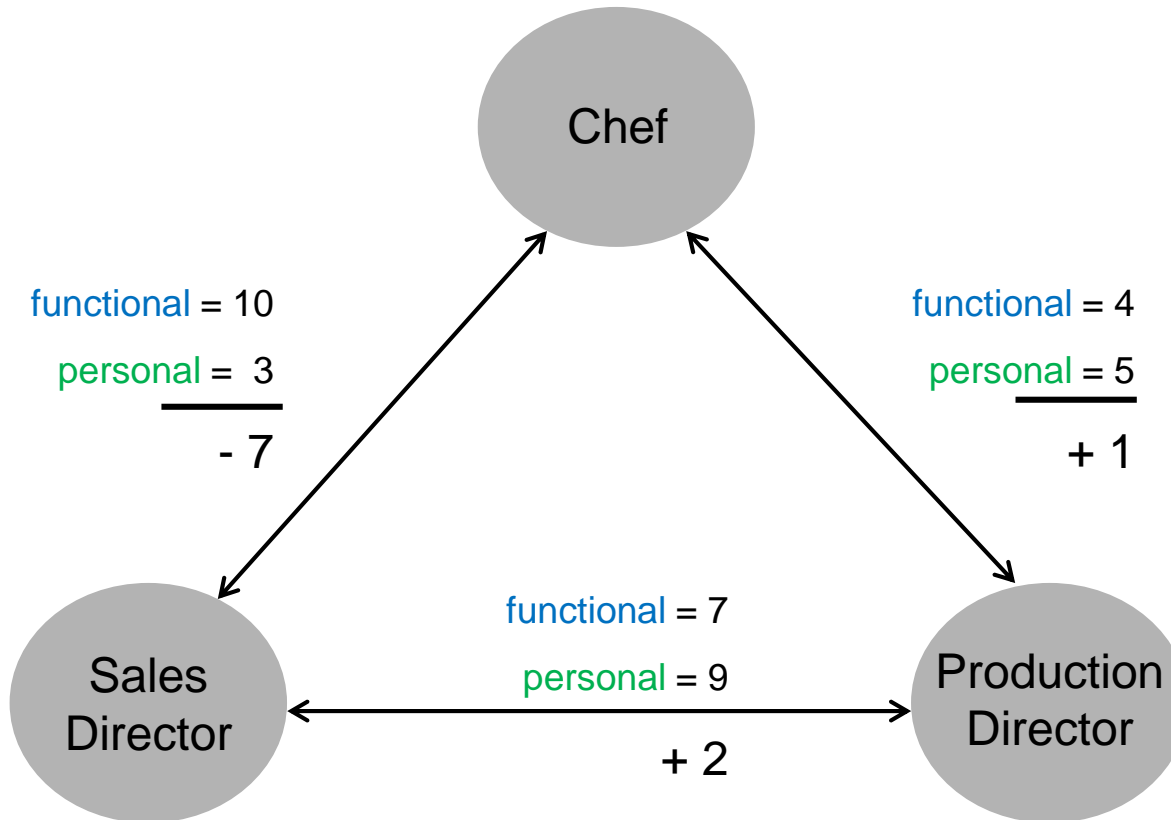
- Nurturing high performance leadership and project teams
- Foster sustainable best practice collaboration & communication
- Offer a forum for actual team challenges (open discussions, agreements)
- Seize unused potential and reduce possible frictions / bottlenecks
- Build on existing strengths and improve collaboration and communication where needed
- Make collaboration & communication visible, measurable, steerable- (enable PDCA circle)
- Define clear forward path based on mutual insights & agreements

Description & Process

- All team members evaluate all **functional** and **personal** relationships
- The analysis sums up all evaluations to show mean values and standard deviations
- The matrix allows you to build hypotheses on functional and personal (dis-) harmonies in the team as well as identifying functional bottlenecks and personal potential
- Individual results allow comparison of own estimations compared to the whole team



Team Relations



functional = How important is the cooperation of the two functions for the team objectives?

personal = How good is the personal working relationship between the two people holding the functions?

(1 = not important / terrible

10 = of utmost importance / excellent)

Questionnaire

| FUNCTIONAL RELATIONS (upper right triangle) | | | | | | | | |
|--|----------------|-----------|------------------|----------------------|---------------|----------------------|-------------|-------------|
| "How important is it the cooperation between the two positions / functions for your team?" | | | | | | | | |
| | 10 | 8 | 6 | 4 | 2 | 0 | | |
| | very important | important | rather important | rather not important | not important | not important at all | | |
| | C. Smith | F. Baker | J. Arnold | K. Dunning | F. Russel | W. Schmitz | A. Pfeiffer | |
| C. Smith | | 10 | 8 | 8 | 8 | 8 | 8 | C. Smith |
| F. Baker | 10 | | 8 | 8 | 8 | 8 | 8 | F. Baker |
| J. Arnold | 10 | 10 | | 8 | 6 | 6 | 6 | J. Arnold |
| K. Dunning | 8 | 8 | 8 | | 6 | 6 | 6 | K. Dunning |
| F. Russel | 8 | 8 | 6 | 8 | | 8 | 8 | F. Russel |
| W. Schmitz | 8 | 8 | 8 | 8 | 8 | | 8 | W. Schmitz |
| A. Pfeiffer | 8 | 8 | 8 | 8 | 8 | 8 | | A. Pfeiffer |
| | C. Smith | F. Baker | J. Arnold | K. Dunning | F. Russel | W. Schmitz | A. Pfeiffer | |

| PERSONAL RELATIONS (lower left triangle) | | | | | |
|--|------|-------------|------------|-----|----------|
| "How good is the relationship between the two people?" | | | | | |
| 10 | 8 | 6 | 4 | 2 | 0 |
| excellent | good | rather good | rather bad | bad | very bad |

Save

Save & Log Out

Anonymised example1/2

IT-Team Pharma (2015)

| | C. Smith | | | F. Baker | | | J. Arnold | | | K. Dunning | | | F. Russel | | | W. Schmitz | | | A. Pfeiffer | | | |
|-------------|----------|-----|------|----------|-----|------|-----------|-----|------|------------|-----|------|-----------|-----|------|------------|-----|------|-------------|-----|------|-------------|
| C. Smith | F | P | P-F | 10,0 | 8,6 | -1,4 | 9,4 | 9,7 | 0,3 | 9,3 | 7,7 | -1,6 | 8,9 | 7,1 | -1,7 | 9,1 | 8,1 | -1,0 | 9,1 | 8,7 | -0,4 | C. Smith |
| F. Baker | 10,0 | 8,6 | -1,4 | F | P | P-F | 8,3 | 7,7 | -0,6 | 8,4 | 8,0 | -0,4 | 7,0 | 7,6 | 0,6 | 8,0 | 6,7 | -1,3 | 6,9 | 7,1 | 0,3 | F. Baker |
| J. Arnold | 9,4 | 9,7 | 0,3 | 8,3 | 7,7 | -0,6 | F | P | P-F | 9,4 | 8,1 | -1,3 | 7,3 | 6,9 | -0,4 | 9,1 | 8,7 | -0,4 | 8,1 | 8,4 | 0,3 | J. Arnold |
| K. Dunning | 9,3 | 7,7 | -1,6 | 8,4 | 8,0 | -0,4 | 9,4 | 8,1 | -1,3 | F | P | P-F | 8,0 | 8,9 | 0,9 | 8,7 | 7,9 | -0,9 | 7,1 | 7,1 | 0,0 | K. Dunning |
| F. Russel | 8,9 | 7,1 | -1,7 | 7,0 | 7,6 | 0,6 | 7,3 | 6,9 | -0,4 | 8,0 | 8,9 | 0,9 | F | P | P-F | 8,3 | 7,4 | -0,9 | 9,3 | 8,6 | -0,7 | F. Russel |
| W. Schmitz | 9,1 | 8,1 | -1,0 | 8,0 | 6,7 | -1,3 | 9,1 | 8,7 | -0,4 | 8,7 | 7,9 | -0,9 | 8,3 | 7,4 | -0,9 | F | P | P-F | 8,6 | 8,1 | -0,4 | W. Schmitz |
| A. Pfeiffer | 9,1 | 8,7 | -0,4 | 6,9 | 7,1 | 0,3 | 8,1 | 8,4 | 0,3 | 7,1 | 7,1 | 0,0 | 9,3 | 8,6 | -0,7 | 8,6 | 8,1 | -0,4 | F | P | P-F | A. Pfeiffer |
| | C. Smith | | | F. Baker | | | J. Arnold | | | K. Dunning | | | F. Russel | | | W. Schmitz | | | A. Pfeiffer | | | |

Anonymised example 2/2

IT-Team Pharma (2015)

Statistics - all

| Name | F | P | P-F | V [h] |
|-------------|--------|--------|---------------|--------|
| C. Smith | 93,1 % | 83,3 % | -9,8 % | -0,8 h |
| F. Baker | 81,0 % | 76,2 % | -4,8 % | -0,4 h |
| J. Arnold | 86,2 % | 82,6 % | -3,6 % | -0,3 h |
| K. Dunning | 85,0 % | 79,5 % | -5,5 % | -0,5 h |
| F. Russel | 81,2 % | 77,4 % | -3,8 % | -0,3 h |
| W. Schmitz | 86,4 % | 78,3 % | -8,1 % | -0,7 h |
| A. Pfeiffer | 81,9 % | 80,2 % | -1,7 % | -0,1 h |
| | Team-O | | Team-Score | |
| | 85,0 % | 79,7 % | -0,5 h | |

Statistics – personal: Fritz Baker

| Name | F | P | P-F | V [h] |
|-------------|--------|--------|--------------|-------|
| C. Smith | 83,3 % | 86,7 % | 3,3 % | 0,3 h |
| F. Baker | 83,3 % | 86,7 % | 3,3 % | 0,3 h |
| J. Arnold | 70,0 % | 83,3 % | 13,3 % | 1,2 h |
| K. Dunning | 70,0 % | 80,0 % | 10,0 % | 0,9 h |
| F. Russel | 73,3 % | 76,7 % | 3,3 % | 0,3 h |
| W. Schmitz | 73,3 % | 80,0 % | 6,7 % | 0,5 h |
| A. Pfeiffer | 73,3 % | 80,0 % | 6,7 % | 0,5 h |
| | Team-O | | Team-Score | |
| | 75,2 % | 81,9 % | 0,6 h | |



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