



TOGETHER

Designing the Team Alliance (DTA) Your How-to Guide

Taking time to Design the Team Alliance:

- Helps teams make clear agreements for working together.
- Take shared responsibility for the climate they wish to create.
- And builds commitment and trust as the team holds itself to what it has agreed.

Have your team design your agreements using these questions – and capture responses on a virtual whiteboard if you can:

1. What is the atmosphere or climate you want to create in this team? And how would you know you had that?
2. What will help when things get difficult?
3. What will help this team to thrive?

I recommend taking each question in turn and giving people a minute to jot down their thoughts. Then, assuming you are virtual, ask people to enter their response to each question in Chat and run through every contribution, adding to a virtual whiteboard or canvas to build the team agreement as you go. If language feels fuzzy, probe for clarity and to avoid assumptions and misunderstandings.

Lastly have each person share their response to this question:

- What can this team count on me for?

Capture the agreements, share with your team, and check in regularly as to what's going well and what needs more focus.

This exercise may take 15-30 minutes depending on the size of the team, but that is a relatively small investment in time for the benefits to the increased trust, commitment and psychological safety of the team!

It's a brilliant way to start an offsite, or any team meeting where you want a collaborative and participative climate in which everyone feels able to make their contribution.

This great exercise comes from the ORSC™ playbook, a methodology that reveals the relationship systems intelligence (RSI) behind everything we do, and that underpins my work with organisations, leaders and teams.

Here's to you and to great relationships in the workplace!

Cara

Get in touch to explore how we can help your business thrive.

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