



What is Team Integration?

Align the five drivers of organization performance so your team can work to its full potential

Work processes are defined, understood and followed

- Tasks are coordinated among different processes
- Workloads and resource requirements are understood
- There is a single documented process for each business need
- Sub-team interfaces are deliberately designed and managed

Organization structure matches the work

- Authority is clear and logical
- Everyone knows who to go to for a decision
- Decisions are made at the most appropriate level
- Roles and responsibilities are clearly defined and managed across interfaces
- Resources, skills and experience are matched to the work
- The structure adapts to changing project phases and business conditions
- Phase transitions are planned and managed

Information is communicated freely and promptly

- Everyone has the information they need to do their job effectively
- Everyone knows the plan and uses it to manage their work
- Decisions are communicated promptly and widely
- Leaders are always on-message, advocating business goals and priorities
- Information supports and enables the work
- Meetings are a valuable use of time and good forums for making decisions and solving problems
- Controls and decision-making processes complement the project phase and business needs



Leaders lead rather than manage

- They are engaged mainly in planning and enabling rather than reacting and correcting
- They are committed to a shared vision, values and work plan
- Their individual and team goals are aligned with the business objectives
- They provide resources based on business goals and priorities
- They measure and manage progress relative to business goals and priorities
- There are clear pathways for resolving conflicts

Structure, work, information and leadership adapt to the business environment

- Culture, geography, regulations and business strategy inform all plans
- Changes in the business environment are viewed as opportunities rather than obstacles
- Everything is optimized for business results

For more Information

Please visit our web site at www.epm.cc or e-mail marketing@epm.cc.

services 009 revised 08 May 2012

