



Leadership team Health Monitor

Leadership team name

Health monitor cadence (e.g. monthly)

Overall health: HEALTHY BIT SICK SICK

Attributes	Date	Date	Date	Date	Date
Balanced team					
Team cohesiveness					
Shared understanding					
Value and metrics					
Decision making					
One-pager					
Managed dependencies					
Velocity					





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Overall health: HEALTHY BIT SICK SICK

Attributes	Definition	Example
 Balanced team	You have the right people, and they know what is expected of them. Team roles are explicit and who is accountable for what is well understood. The team is the right size to be effective.	<p><i>The leadership team has the right players on-board.</i></p> <p><i>For our strategic bets we're clear who owns what, but when ad-hoc stuff comes up we quickly fall apart.</i></p>
 Team cohesiveness	Members proactively provide their experience and insights to make the group more effective. There is trust and respect across the group.	<p><i>We work well together and there's a healthy degree of trust.</i></p> <p><i>However we need to be stronger in constructively challenging each other. We're not sharing ideas early enough and not pushing each other - sometimes it all feels too "nice".</i></p>
 Shared understanding	The team has a shared vision and collective purpose which they support, and confidence they have made the right strategic bets to achieve success.	<p><i>Our vision is clear and we're happy that we've made the right strategic bets.</i></p>
 Value and metrics	The group is clear on their unique value proposition for growing the business and they can measure the intended impact. Success is defined, and measures identified.	<p><i>We have clearly defined measures of success. Our KPIs are tracked on our dashboard and we review these during our monthly business reviews. We've got our fingers on the pulse.</i></p>
 Decision making	Decisions are made at the right level with an appropriate degree of urgency and discussion in considering both short and long term implications with trade offs actively considered. Decisions are timely and effectively communicated.	<p><i>Decision making can feel clunky. Sometimes we go too deep on low risk, low impact decisions - when we should just make the call and crack on.</i></p> <p><i>Other times we don't sweat the details on high impact and high risk decisions. Our radar is off. We need to be better at considering trade-offs.</i></p>
 One-pager	Each member stands behind the groups vision and value, and this is documented in plain English for other teams to understand.	<p><i>Our one-pager is the strategy page on our Confluence space.</i></p>
 Managed dependencies	Clear communication between team members to share insights, knowledge and learning which could lessen risk, complexity, resources, effort, and timelines facing the team. You are viewed as "easy to do business with" from your key stakeholders.	<p><i>Generally ok, we're surviving through "water cooler" conversations.</i></p> <p><i>This is becoming increasingly difficult to manage and will go Red if we don't establish clear lines of communications with partner teams. Watch here.</i></p>
 Velocity	The team reflects on, then leverages lessons learned and success to make more effective decisions faster. The group is renowned for and has established patterns for GSD (Getting \$#!T Done).	<p><i>We're making solid progress, our key business metrics are trending well.</i></p>

