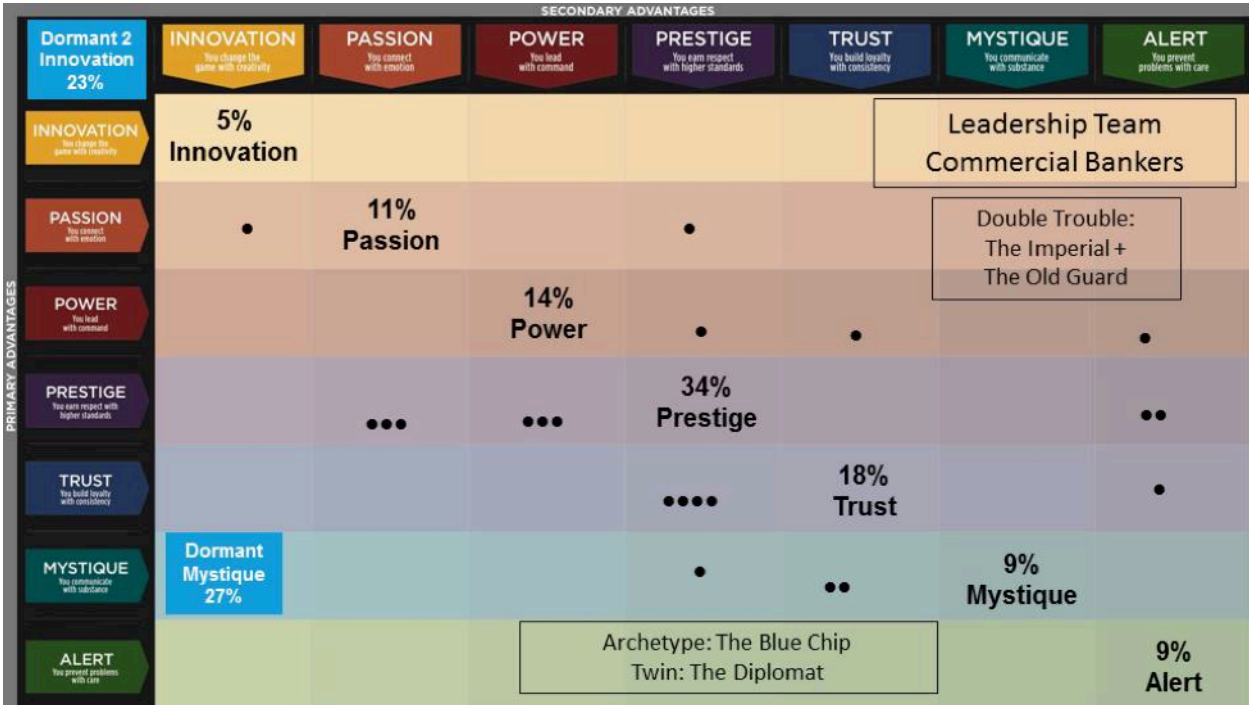


TEAM HEAT MAP ANALYSIS



SMALL GROUP ACTIVITY 1 – SWOT ANALYSIS

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| <p>STRENGTHS - ADVANTAGE</p> <p>Consider the teams top 2 Advantages, what value does this team bring?</p> <p>Based on the teams overall Advantage distribution what are this teams strengths?</p> | <p>WEAKNESSES - DORMANT</p> <p>With a dormant of Mystique what challenges could this team face?</p> <p>What's the impact of having a high dormant in Innovation – what do they need to watch out for?</p> |
| <p>THREATS – DOUBLE TROUBLE</p> <p>Look at the teams Double Trouble zones – what do they need to watch out for? Name triggers and effects.</p> | <p>OPPORTUNITY – ACTION PLAN</p> <p>Formal onboarding plans, peer mentorship and rotational assignments lead to well rounded and highly engaged employees. They want to adopt these best practices so that employees are more empowered and effective. However, competing priorities and information overload seem to be getting in the way. How can they use their Team Heat Map to solve this problem? Provide 2-3 recommended actions they can take to solve this challenge.</p> |

Group 1: Carl, Jean

Strengths - Team means that team is results-oriented, level-headed and dependable.

Challenges - Might have problems speaking before thinking; being too direct or jumping to conclusions.

Threats - arrogant, cold, superior or unmovable, predictable and safe. Need to build leadership via confidence in decision-making.

Watch out - Need someone with out-of-the box thinking and relationship building, more creative. Build this skill set through hiring and some training of employees who are already in the innovation / passion / power advantages.

Action Plan - Move decision-making out of HQ into departments, use employees' slice of genius. Watch out for internal competition; consider leveraging this by doing contests or incentives. Manage "information overload" by having team develop process to report / analyze information. Manage time management via conducting a unified training (e.g., Franklin Planner or Priority Management), provides "common language" for how they manage their time or priorities.

Group 2: Murtaza, Olivia

Strengths: the team brings lots of excellence & stability, they are looking to improve all the time & they are steady and predictable at the same time. People know what to expect from them.

Weaknesses: The team can be seen as open book, they may overlook at details and feel aggravated. They don't bring new ideas and not great listeners.

Treats - DT: They need to watch out as being seen as arrogant, superior, too predictable and unmovable. They don't surprise others. They don't bring the "wow" factor.

The action plan: First they need to understand the team's advantages as well as their dormants and what they mean.

One of the solution can be to hire people with their primary & secondary advantage as Innovation & Mystique; or bring people from different departments to provide insights (from their perspectives) and they can also practice listening skills.



SMALL GROUP ACTIVITY 2 – SWOT ANALYSIS

| | |
|--|--|
| <p>STRENGTHS - ADVANTAGE</p> <p>Consider the teams top 2 Advantages, what value does this team bring?</p> <p>Based on the teams overall Advantage distribution what are this teams strengths?</p> | <p>WEAKNESSES - DORMANT</p> <p>With a dormant of Mystique what challenges could this team face?</p> <p>What's the impact of having a high dormant in Innovation – what do they need to watch out for?</p> |
| <p>THREATS – DOUBLE TROUBLE</p> <p>Look at the teams Double Trouble zones – what do they need to watch out for? Name triggers and effects.</p> | <p>OPPORTUNITY – ACTION PLAN</p> <p>Employees are not adopting new initiatives and best practices as quickly as management would like. Your goal is to inspire and motivate employees to take up and embrace change with agility and passion However, competing priorities and information overload seem to be getting in the way. How can they use their Team Heat Map to solve this problem? Provide 2-3 recommended actions they can take to solve this challenge?</p> |



SCENARIO 2

Group 3: Jeff, Ridhwan

STRENGTHS :

- **High standards and quality**
- **Uphold standard operating procedures and rules in a banking environment**
- **Reliability and consistency are important in the banking sector**

WEAKNESSES :

- **Adaptability to changing situations, embrace change and fresh ideas**
- **Innovation becomes challenging because it falls in their “Quicksand” zone**
- **Have a more people-centred environment**

THREATS :

- **The team can have a tendency to become immovable and arrogant. This directly conflicts with their goal of embracing change with agility and passion.**
- **Do they default to “double trouble” often? (Measure Wellspring and Team Dynamic)**

ACTION PLANS:

- 1. In order to hit higher standards, they have to be aware of their double trouble.**
- 2. Adjust on-boarding plans to attract “PASSION” and “INNOVATION” people into the organisation**
- 3. Leverage on “POWER” (third) and “PASSION” (fourth) component to more confidently focus on goals**

Group 4: Vivienne, Ron

Commercial Bankers

Strengths: Prestige/Trust

Aspirational, results-oriented, Respected, Best in class, Reliable, familiar, competitive, values routine

Weaknesses: Dormant 'Mystique + Innovation'

We've never done it that way attitude. Predictable safe. Not bringing the right data to inform decisions - not asking the right questions, not presenting ideas objectively, lack new ideas, too predictable, old school, can't see the big picture.

Threats: Double Trouble

Stale-mate, Arrogance, Boring, Stuck in their ways

Opportunity/Action Plan:

1. Defining a clear definition of what success looks like ie goals and timeline for implementing new initiatives and assign responsibilities and tasks. Don't fear change and new ideas
2. Encourage by Presenting clear rewards
3. Identify those with primary/secondary mystique/innovation/passion advantages and elevate their voice in the group (more leadership)They have 15% of passion and innovation tap into those people for solutions.