teamr.

UNIQUE TEAM DEVELOPMENT - FOR THE MANY.

Teamr is the world's first fully digital team development,
which means: No conferences. No consultants.
Just a tailor made smart process which fits
in the every day - and gives results.
Incredibly effective.
And finally: Team development for everyone!

MANY FOUND REASONS NOT TO TEAM DEVELOP...

OK. Science and experience shows that well developed teams are
more efficient, deliver and feel better.
But still. Of course there were many reasons to, despite that,
not support the development of teams.

IT TOOK TIME.
Yup, full days and half days. Plus preparations and subsequent work.
That's difficult to do with busy calendars.

IT DEMANDED RESOURCES.
Yeah. Plenty of planning, rentals of conference rooms, booking of external
consultants (or internal, but unfortunately they were already fully booked...)

IT WAS EXPENSIVE.
Well it wasn't free either.
It quickly turned into millions in investments, and of course that made it
more difficult to start...

But that was before Teamr.

WHAT WE WANT TO ACHIEVE WITH TEAMR

Teamr shall create completely new possibilities and advantages.

50 TIMES MORE EFFECTIVE

Digitalising the process makes Teamr an extremely cost effective stake for the organisation.
It especially benefits bigger organisations.
So that more people get to work in an efficient team.

15 MINUTES A WEEK

To a team with busy calendars and high level of delivery, the Teamr process™ is a dream come true.
It divides the team development down from conference investments to small steps that the team can take in their every day.
So that mote people get tailor made development at work.

AGGREGATED DATA

Teamr efficiently gathers all invaluable data from the process and aggregates it at the desired level.
This of course creates completely new circumstances to develop development.
So that more people get better circumstances.

WE'VE MADE SOMETHING DIFFICULT SIMPLE.

Team development is a complicated process.
We've made it simple.

RESPONSIBILITY ON THE RIGHT SHOULDERS

The team are experts when it comes to their own every day.
Now, they can better it with two clear support systems.

AN APP IN YOUR HAND

Using an app influenced by gaming, the
team measures their every day - and receives
support to work with the right things.

A TEAMR COACH FROM AFAR

The coach starts and supports the team.
They'll sound the alarm if it's not working, and
applaud success.

HOW TEAMR WORKS
- IN THREE STEPS.

①

EASY STARTUP

A process leader from each team
gets three things:

A bigger responsibility for the process.

Training, to be able to take that
responsibility.

The support of their Teamr Coach.

②

THE TEAM DRIVES THEIR PROCESS

With the support of their Teamr app,
the team drive their develop together
in their everyday.
Using the team's answers, small Assignments
are tailored to fit the team.
They need to agree on and execute
improvements in the everyday.
Teamr follows up to see how they're doing!

③

**THE TEAMR COACH
IS ON TOP OF IT**

During the process, the Teamr Coach
gets continuous information on how
the team's doing.
They can quickly see if something isn't
working, support and encourage the
team.
They can also do smart analysing for
the organisation.

THE TEAMR PROCESS™

The gaming inspired app Teamr guides the team through a clear development process, and acts as a guide for the team and its leader. They get customised assignments to solve, which are based on the team's answers to the measurement, Team Quality Survey.

TQS1

TQS2

TQS3

MOTIVATION

ACTIVATION

MIRRORING

CONSEQUENCE

OUTRO
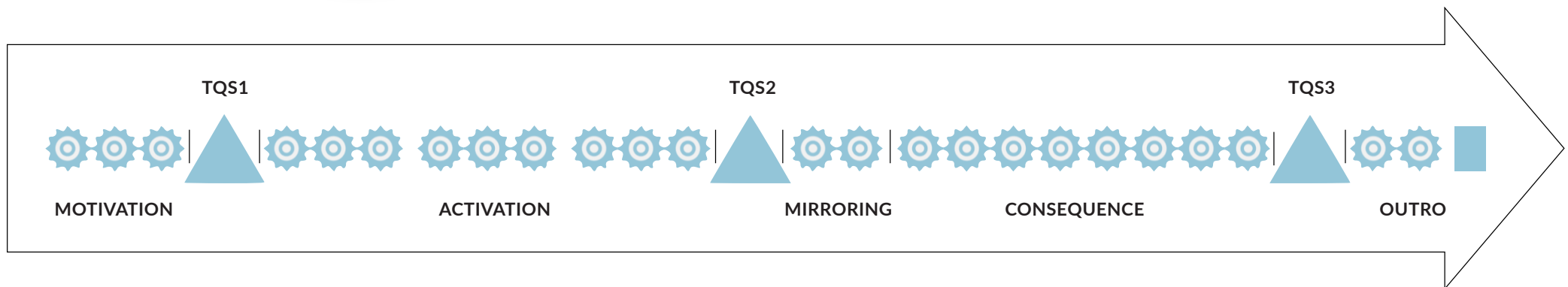
Teamr activates new smart team behaviours. And follows up on them!

WITH AN EXTRA DASH OF EXCITEMENT

The Teamr process is supported by five systems in the app, which contribute to different parts of the team's development.

Team Quality Survey	Assignments	Follow ups	Tips & praise	Challenges
The measurement tool helps the team see their development and customises the process.	The key to development. Here, the team is supported to agree on smart changes.	Every agreement the team makes is regularly followed up: Are we really doing what we agreed we would do? What should we change to succeed?	Teamr strengthens what the team is good at - but it also gives advice on what could be better.	What can I do to contribute to making our every day better within the team - or more sparkling?

"These are your strengths – and development areas – within the team."

Tailored according to the needs of the team. "Identify two things – big or small – that you could do smarter in your everyday."

"We've agreed on having a clear agenda at our meetings. How well do you think we're doing with this?"

"You agree on priorities! Good! Often reflect on the question: What's most important right now?"

"Sprinkle some confetti on the everyday by shedding light on everything good you see this week. Make sure everyone in the team notices."

FINALLY.
AN OVERVIEW & DATA.

Teamr Dashboard gives the organisation a completely new overview of status and development.
Here, the data which is created in all Teamr processes within the organisation is aggregated, at the level where it's of most use.

What are the three biggest strengths of department X?
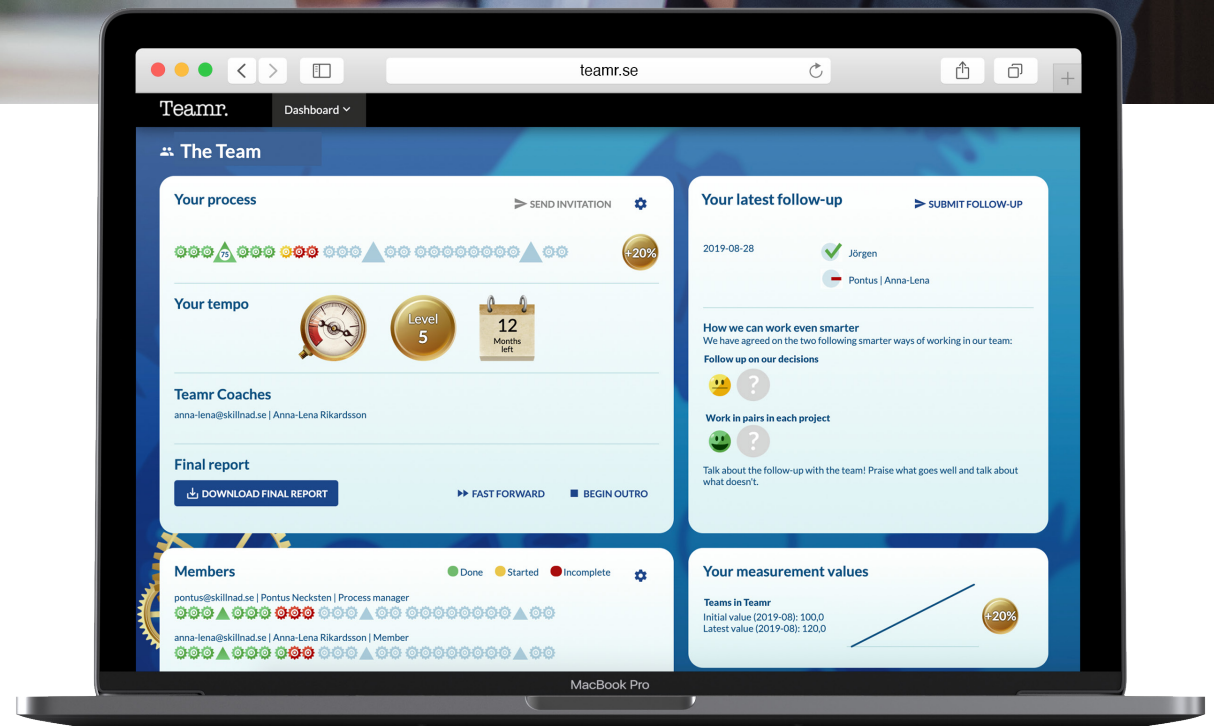What challenges are the management group in unit Z facing?
What should next years management programme focus on in section Y?
What support does the leader AA need, based on how the development is going?
What measurements do we want to follow in this part of the organisation?
Ask the questions.
Teamr dashboard answers.

Teamr. Dashboard ⌄

👥 The Team

Your process   ➤ SEND INVITATION ⚙

+20%

Your tempo

Level 5

12 Months left

Teamr Coaches
anna-lena@skillnad.se | Anna-Lena Rikardsson

Final report

⬇ DOWNLOAD FINAL REPORT   ⏩ FAST FORWARD   ■ BEGIN OUTRO

Your latest follow-up   ➤ SUBMIT FOLLOW-UP

2019-08-28   ✔ Jörgen

🏳 Pontus | Anna-Lena

How we can work even smarter
We have agreed on the two following smarter ways of working in our team:
Follow up on our decisions
😐 ❓
Work in pairs in each project
🙂 ❓
Talk about the follow-up with the team! Praise what goes well and talk about what doesn't.

⚙ Members   ● Done ● Started ● Incomplete ⚙
pontus@skillnad.se | Pontus Necksten | Process manager

anna-lena@skillnad.se | Anna-Lena Rikardsson | Member

Your measurement values

Teams in Teamr
Initial value (2019-08): 100,0
Latest value (2019-08): 120,0

+20%

MacBook Pro

THE WONDERFUL MATHEMATICS

The Teamr process is based on a clear structure, which the team can own themselves or hire.

TEAMR TRAINER
The strategic partner for rolling out educational stakes.

TEAMR COACH
Internal or external resource that supports teams.

PROCESS LEADER
The team member who has extra responsibility to drive the development process forward.
The process leader goes through an onboarding and receives continuous support.

TEAM MEMBER
Works together with their colleagues to crack the key questions of the team, with support from their Teamr app.

THE HOCKEY STICK EFFECT
The structure creates an exponential efficiency for development.
If a Teamr Coach dedicates only one day per month to Teamr they can easily onboard and support 10 process leaders, and they can do this 10 months of the year.

That's 100 Teamr-processes per year.
Which benefits 1000 co-workers.
Ten days a month is enough for an organisation of 10 000 employees...

$1 \times 10 \times 10 \times 10 \times 10 = 10\ 000$ personer!

HARDCODED.

✝

TEAMR HAS MANY ADVANTAGES

+

The Teamr process™ puts the responsibility
on the right shoulders.

+

It's a clear on-the-job-training for both the process leader
and the team.

+

It's extremely time and cost effective, because
the process is done in the every day, with the Teamr app
as support.

+

It gives results. If the team invests 15 minutes per week,
it can give them a five percent improvement!

+

It's an exciting, gaming influenced process.

Δ

BUT IT HAS ITS DEMANDS

△

Team development only works on teams.
Of a good size and with a shared goal.

△

Our experiences show that around 20 percent
of all teams have leadership/circumstances/conflicts
or other things hindering them too much for a
standardised process to solve.

Count on it working for 80 percent.
And see the benefits of quickly having identified
the other 20 percent!

SCIENCE MODE.

Teamr is developed by Skillnad AB, who have worked with systemic team development for more than 10 years, together with Scania, Telia Company and ICA, among others. Teamr is based on science and well-tried experience...

INTEGRATIVE MODEL OF GROUP DEVELOPMENT
The Teamr process™ is adapted according to the maturity of the team and works to increase it, with a strong starting point in the research done by Dr Susan A. Wheelan

TEAM QUALITY SURVEY
The action based team measurement tool which sorts through the needs of the team and decides what assignments the team should work with.

THE ABC MODEL
Teamr is also based on the ABCs of behavioural sciences: to Activate new Behaviours and give Consequences, for example in the form of continuous follow ups.

TINY HABITS METHOD
Teamr triggers small, adjustable behavioural changes in the team - inspired by the Stanford professor B. J. Fogg.

THE FINE PRINT. REGARDING THE SYSTEMATICS BEHIND IT ALL.

The Teamr process™ is largely based on the measurement tool Team Quality Survey and the algorithms which tailors the development journey of the team.

Team Quality Survey has its roots in Skillnad's systematic team development work. Since 2009, and in close contact with American psychology professor Dr. Susan A. Wheelan, thousands of surveys with her validated measurement tool GDQ have been the basis for hundreds of team development processes in a long list of private and public businesses, above all else in Sweden.

Over time, these team development processes have been monitored in a consistent development work in order to trace measurable changes, and thus first and foremost looking into which areas and questions that have the greatest effect on team's efficiency, well-being and quality.

Some of this work has also been followed up by external actors, e.g. via academic papers.

Since 2015 Skillnad has also shared experiences and conclusions with a large number of external and internal team development consultants via the network related to the team development platformTeambook.

In this work it has been shown that the areas and factors that Team Quality Survey maps, affect teams' abilities to function efficiently.

Using mapping as a starting point for dialogues about everyday changes has been a success factor for teams' development. In the light of this, the aforementioned experiences and learnings, and with a clear ambition to make sustainable and efficient team development accessible to more people, Skillnad has decided to develop Team Quality Survey.

Team Quality Survey has been developed in order to be a straight-forward support system for team development. The purpose of the survey is to give teams relevant suggestions to how they can develop their abilities in a simple way.

Team Quality Survey is based on a practice-oriented model, Team Quality Model. It states that "teams that agree on, and take personal responsibility for
- engaging goals
- efficient structures
- open interplay
- continuous development
- a high level of engagement
work better together. They work more efficiently, feel better and deliver products of a higher quality."

Team Quality Survey has, as the name suggests, a team-based approach. This means that it is suitable for teams that work towards a common goal or result.

The focus of TQS is to map causes rather than effects. For instance, "team conflicts" aren't dealt with in the survey, but factors that could cause conflicts are, like unclear goals.

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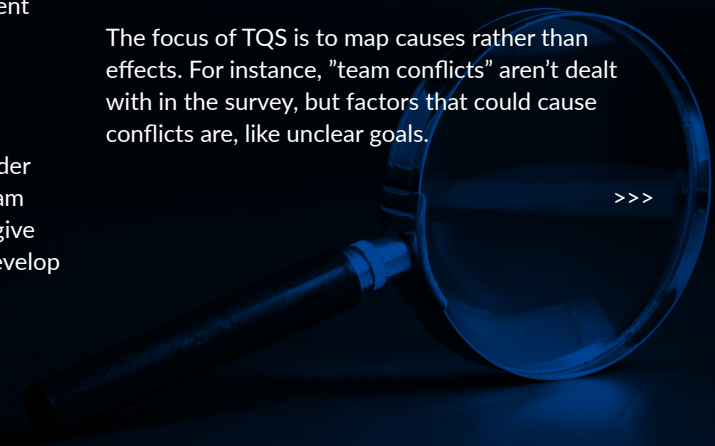
In Team Quality Survey each respondent in the team gets to grade 35 different claims about the team. The claims deal with factors that the team can affect, and which affect the team's performance. The grading is done steplessly.

In TQS 1.0 the claims are the following:

GOALS
- Our team has a clear, joint mission (we know what we are going to accomplish together).
  > We have long-term, engaging goals.
  > We have engaging sub-targets.
  > We follow up our progress.
  > We pay attention to success/celebrate when we succeed.
  > I take responsibility for the goals of the team (I clarify and contribute).
  > My colleagues take responsibility for our goals.

STRUCTURE
- We have clear areas of responsibility in the team.
- We work in smart (efficient and lean) ways together.
- We have routines that make our job smooth.
- We can make decisions in an efficient way.
- Our team meetings have a forward direction.
- I make sure we work together, using good structural frameworks.
- My colleagues make sure we work together, using good structural framworks.

INTERPLAY
- We have an open way of communicating in the team.
- We give each other sufficient feedback.
- We know about each others' strengths and weaknesses.
- We have a positive and encouraging attitude towards each other.
- We have clear-cut frames about how we act with in the team.
- I take responsibility for our mutual co-operation (openness, feedback, encouragement).
- My colleagues make sure we interact well together.

DEVELOPMENT
- We constantly develop our deliveries (products or services).
- We constantly develop our ways of working.
- We make sure we have the right competence for our task.
- We let ourselves be inspired by our environment in order to improve.
- We challenge ourselves with new ideas and creative solutions.
- I take responsibility for our joint development.
- My colleagues take responsibility for our joint development.

ENGAGEMENT
- We feel a great engagement to our joint mission.
- I feel that what we are doing is valuable - to me.
- I feel that what we are doing is valuable - to others.
- We have agreed on what is prioritized right now.
- Everyone in the team takes on responsibility and tasks voluntarily.
- I take responsibility for our engagement.
- My colleagues take responsibility for our engagement.

Together, these claims provide a two-dimensional image of the team's strength and development areas. One part is how high they estimate the five factors within each area which are often a prerequisite for good team work. The other is how the team members feel they take responsibility for these.

Team Quality Survey states that some of these claims have a somewhat greater impact on the team's potential performance than other claims. For instance, it generally affects the team more if it has "a clear, joint mission" than if it "pays attention to success/celebrates when it succeeds". That is why each claim in TQS has a weighting level, which affects the result by steering the resistance in an exponential function. It means that a higher weighted claim also has a somewhat higher potential to be classified as a development area for the team.

The weighting maths is also apparent in the summary of the the team's survey. The team's total results are shown on a scale from 0 to 100 and with a colour code. The higher the value, the higher the number of team respondents.