

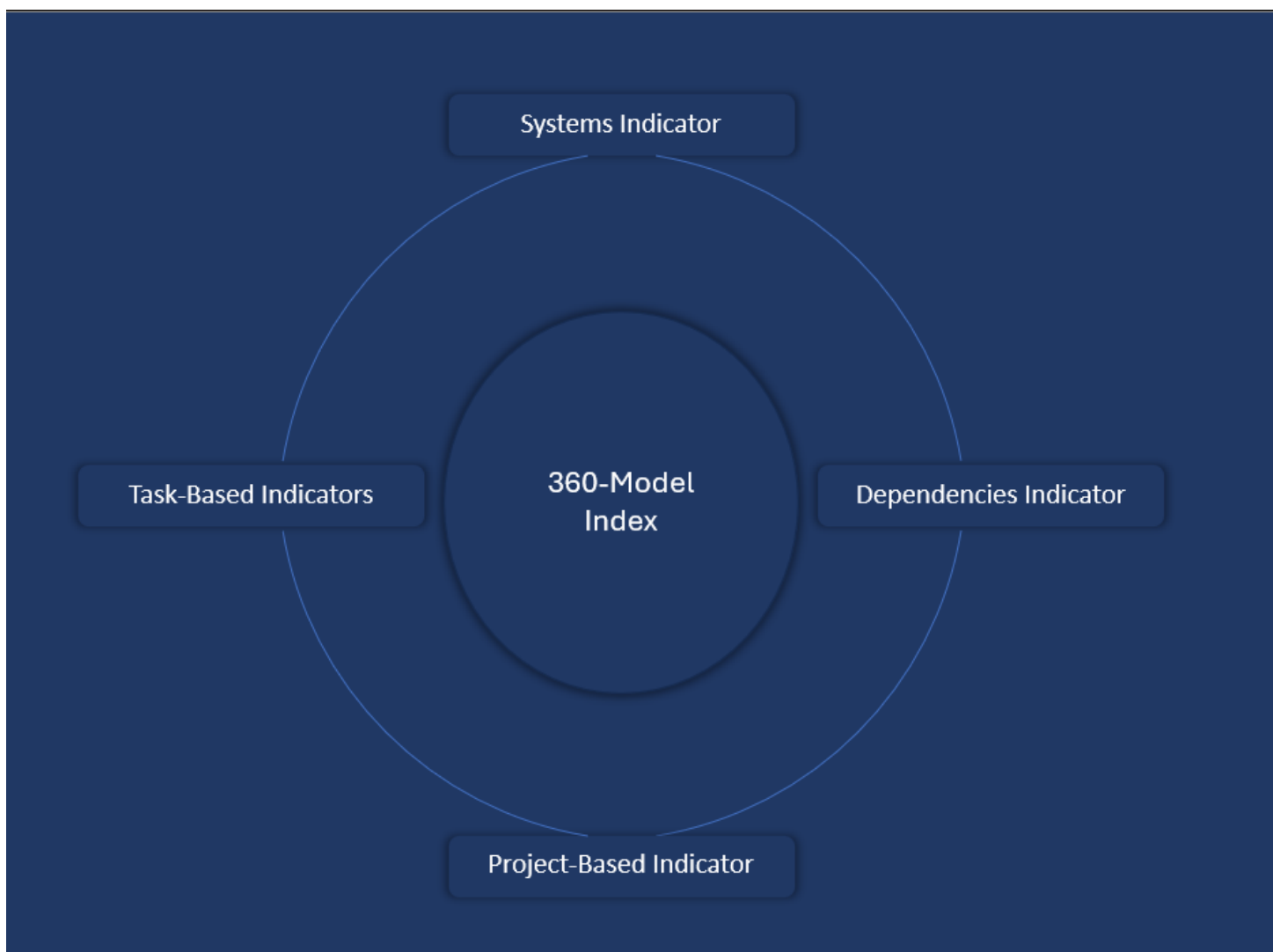
The 360-Teamwork Assessment Model

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Teamwork presents a significant challenge for companies, particularly at the enterprise level. Enhancing collaboration and teamwork is essential for achieving optimal performance.

One effective solution is the 360 Teamwork Assessment Model. This model aims to help the CEO or chairman foster collaboration among top executives.



The 360-Teamwork Assessment Model

Main Indicators

1. Systems Indicator:

- Based on the company's IT systems, primarily ERP and CRM.
- Utilizes existing KPIs and dashboards from ERP and CRM.
- May include customized software solutions and KPIs.

2. Dependencies Indicator:

- Focuses on tasks, projects, or jobs requiring collaboration between two or more executives.
- Defined by top executives or the CEO/chairman.
- Can be related to IT systems like ERP and CRM.

3. Project-Based Indicator:

- Based on specific projects or multiple projects.
- Defined by the CEO/chairman or executives to assess collaboration.
- May involve IT systems like ERP, CRM, or project management solutions.

4. Task-Based Indicators:

- Mainly defined by the CEO/chairman or executive committee.
- Involves collaborative tasks between executives.
- The CEO/chairman defines and assesses these tasks.

Key Features of the Team Assessment Indicators:

- **Team Building:**

Supports the development of teamwork among top executives.

- **Management:**

Directly overseen by the CEO/chairman or a designated committee.

- **Peer Collaboration:**

Encourages collaboration between executives or division managers.

- **Flexibility:**

Indicators can involve two or more executives.

- **Comprehensive Coverage:**

Provides 360-degree feedback for each top executive.

- **Integration:**

Can be incorporated into each executive's main objectives and annual review.

- **Definition:**

Defined by top executives and their peers or the CEO/chairman.

- **Shareability:**

Indicators can be shared or kept private between executives.

- **HR Involvement:**

HR can assist in developing indicators and must also provide their own.

- **Regular Evaluation:**

The CEO/chairman conducts regular performance evaluations throughout the year.

- **Final Evaluation:**

Provides a final model index as the overall evaluation of teamwork among top executives.

Each executive must select at least two indicators, including the systems and dependencies indicators. Selections should be agreed upon by peers and the CEO/chairman. Not all executives need to have indicators with each other; this is decided by the CEO/chairman. Executives can collaboratively name the teamwork indicators.

360-Model Index

- **Comprehensive:**

Includes all or selected indicators across executives.

- **Final Review:**

Conducted by the CEO/chairman or the designated committee.

- **Peer Review:**

Executives can review each other's teamwork indicators.

- **Extended Evaluation:**

Can be applied across the company and its departments.

- **External Consultants:**

May be recommended for addressing major teamwork challenges.

