

Squadify 3Cs



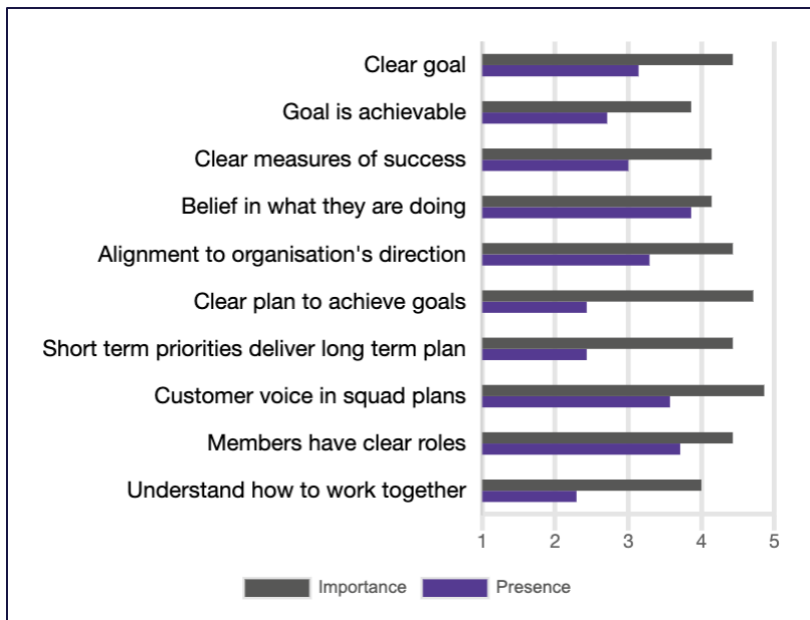
Introduction – what are the 3Cs?

The Conditions for Success or 3Cs™ is a pragmatic and powerful approach for any team to work together and accelerate their performance. This set of conditions gives leaders and teams a common language to assess, discuss and work together to accelerate the performance of the team.

The 3Cs is underpinned by the philosophy that leadership can be learned and is not specific to role or place in the hierarchy. Anyone in any role can lead themselves and others around them because the role of the leader is to create the conditions for Success for those around them.



Clarity



Clarity



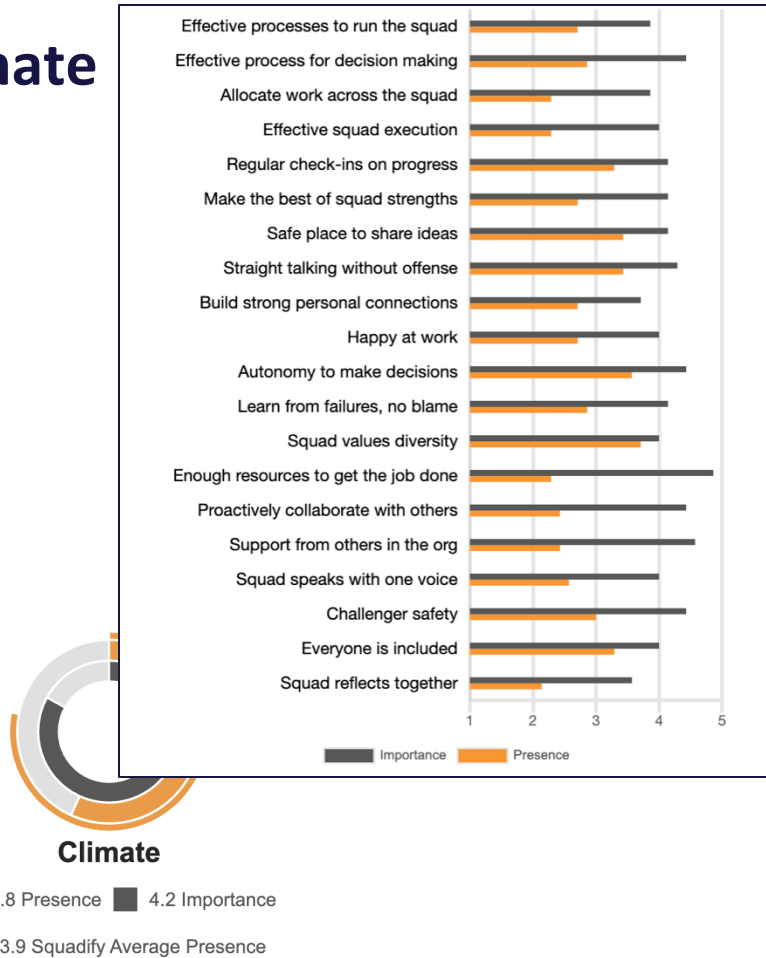
When Clarity is present team members have a shared purpose and shared goals, they understand what their success metrics are and they believe in their goals. These goals are in strategic alignment with the rest of the organisation, and have been defined to meet customer needs whether they are end-users/customer or internal stakeholders.

In addition, and essentially, team members require interdependence to achieve their goals and they understand how to work together to effectively collaborate.

The role of the team leader is to create clarity for the team and to not just inform but also check for understanding so that everyone can direct their energy to the right priorities and tasks.



Climate



Climate captures the way that the team works together in both 'hard' (operational) and 'soft' (people) terms.

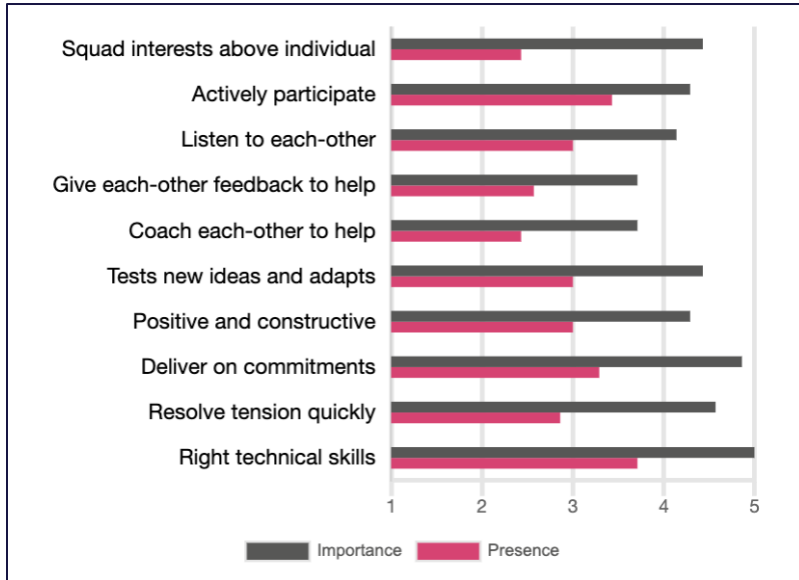
Hard climate includes team processes such as meetings/routines and collaborative technologies, as well as the resources they have to work with such as people and assets.

Soft climate addresses the team culture, which defines how the team work with each other and with external stakeholders. This is a large category with many conditions relating to team culture such as straight talking, and a learning culture. It also includes diversity and inclusion.

Team culture is a key driver of employee engagement, and conversely the main reason why people leave their job.



Competence



Competence



Competence relates to the skills, behaviours and mindset demonstrated by the members of the team.

Skills and knowledge are key to team members being able to complete their tasks, but a positive and constructive mindset is also essential, particularly in times of constant change and uncertainty.

Finally, collaborative behaviours underpin the way that teams leverage interdependencies to achieve their goals together.

When a team is not performing well, team leaders often turn to competence, but it is important to recognise that the issue may lie in Clarity or Climate

