Sub-Team Launcher

The purpose of the sub-team launcher is to help vector leaders successfully construct and launch the sub-team they will lead in the development of the strategic objectives, goals, strategies and measures (OGSM) for their strategic vector.

Team Construction Criteria

1. **Size:** 4-10 members

2. **Complementary abilities and behavior**: Build a synergistic team that is more powerful than the sum of its parts by being attentive to the strengths and weaknesses of each member.

3. **Commitment**: Choose members that you are sure will step up to the plate.

4. **Development**: Use this as an opportunity to develop difference-makers. It could also be an opportunity to provide a stretch assignment to a key retention employee that has been itching to make a bigger contribution.

5. **Cross-Fertilization and Networking**: Choose members capable of reaching out into the organization and networking to gain needed cross-functional insight and alignment.

6. **Alignment**: Please confirm membership with Jude and the core team leader before launching to help us ensure a well-balanced approach across the company.

Team Initiation and Launch

1. Use key powerpoint slides from the most recent core team work session to educate sub-team members on purpose and process. Feel free to tailor it to your individual communication style and the unique needs of your team. You also can reach out to Jude if you need clarification, additional materials, and/or coaching.

2. Make it clear up front that we are not trying to "boil the ocean". It will be vital that we focus our work on what matters most and will have the biggest impact on our results.

3. Leverage this as an opportunity to elevate their commitment to the company by stressing the importance of this initiative, and how important they are to our success. Most leaders will welcome this opportunity and view it as a very positive step for the company. Leverage it.

4. Communicate to your team that they will be expected to reach out and into the organization for insight and feedback occasionally. Work with your team to create a list of difference-makers in your sphere of influence (and preferably outside your function) that you will want to tap into as the project progresses. The goal is to challenge assumptions that might be blind-spots.

5. Review the principles of constructive contention with your team and encourage a candid discussion about how the team plans to operate to maximize success.

6. Review the output from the previous Core Team work session with your sub-team, seeking their input on items we might have missed. Bring feedback to the core team.

7. Record sub-team questions and feedback for sharing with the core team and Jude for purposes of growth, alignment, and follow-up.