

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 more 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

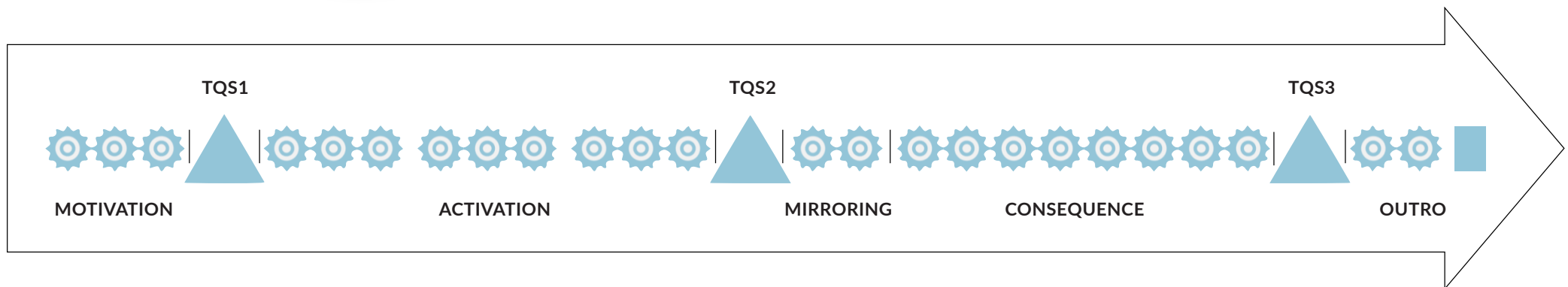
During the process, the Teamr Coach gets continuous information on how the team's doing.

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.



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
<p>The measurement tool helps the team see their development and customises the process.</p> <p>“These are your strengths -and development areas - within the team.”</p>	<p>The key to development. Here, the team is supported to agree on smart changes.</p> <p>Tailored according to the needs of the team. “Identify two things - big or small - that you could do smarter in your everyday.”</p>	<p>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?</p> <p>“We’ve agreed on having a clear agenda at our meetings. How well do you think we’re doing with this?”</p>	<p>Teamr strengthens what the team is good at - but it also gives advice on what could be better.</p> <p>“You agree on priorities! Good! Often reflect on the question: What’s most important right now?”</p>	<p>What can I do to contribute to making our every day better within the team - or more sparkling?</p> <p>“sprinkle some confetti on the everyday by shedding light on everything good you see this week. Make sure everyone in the team notices.”</p>

# 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?

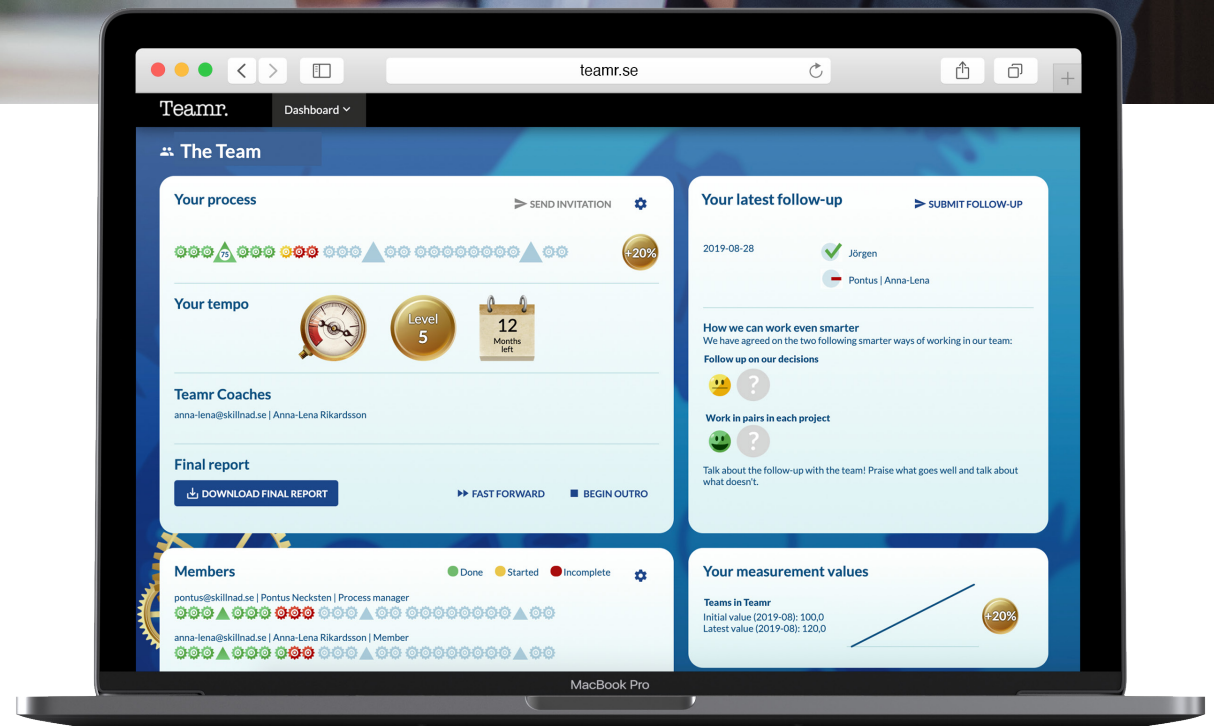
What should next years management programme focus on in section Y?

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.





# 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.



## 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.



# IT SHOULD BE EASY TO MAKE THE BEST INVESTMENT OF THE YEAR.

Teamr will make team development a possibility for the many.  
Therefore, our pricing is very simple.

MAKE A CHANGE

## EDUCATION

We educate you internal Teamr Crew,  
based on your needs, circumstances  
and ambitions.

Count on around three educational days  
for a few internal heroes if you're a couple  
thousand employees...

The alternative for a smaller organisation is to  
hire a Teamr Crew from our partners!

## USERS

Teamr costs 50 SEK/month/user,  
for the first 1 000 users.

User 1001-2 500 = - 20%

2 501-5 000 = - 40%

5 001-10 000 = - 60%

>10 000 = - 80%

## BUILD YOUR OWN EVERYDAY

We love organisations who  
take responsibility.

But we also respect that  
team development, app support  
and data analytics might not be  
your core business.

Therefore, we have firm, clear prices  
on all services if you want to  
live carefree :)



# 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 platform Teambook.

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.

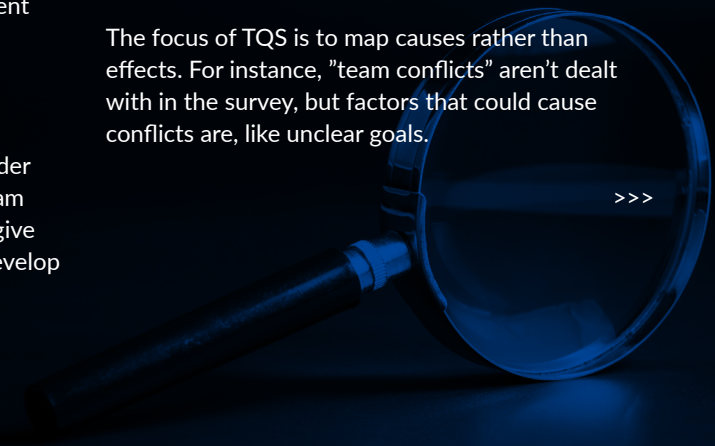
Team Quality Survey is based on a practice-oriented model, Team Quality Model. It states that "teams that agree on, and take personal responsibility for

- 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.



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 frameworks.

### 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.