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PILOT UPDATE FOR GUINEA-BISSAU

UNDP

Client Solutions Team
2 February 2021

INSIGHTS

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AGGREGATE RESULTS RESULTS FOR GUINEA-BISSAU TEAMS

We make decisions quickly is most significant area of opportunity

We feel safe with one another was rated highly by the majority of participants, take some time to celebrate this

Some lower themes are more operational (e.g., role clarity, meeting efficiency, quick decisions).

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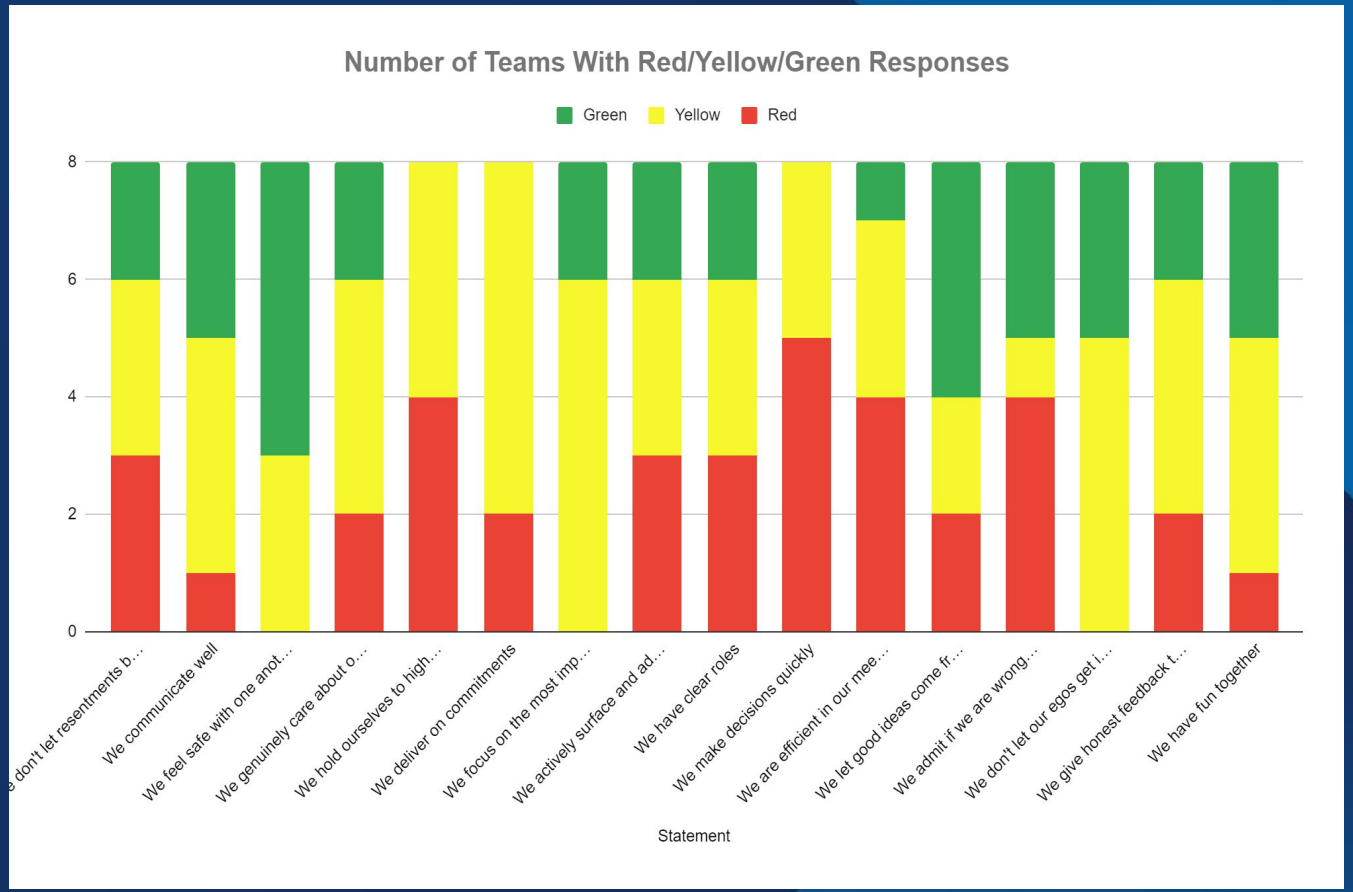
GETTING DEEPER INTO RESULTS - WHAT STANDS OUT?



Areas that are red/yellow across all teams are prime candidates for centralized interventions/training

Quick Decisions, High Standards & Deliver on Commitments stand out as whole country issues

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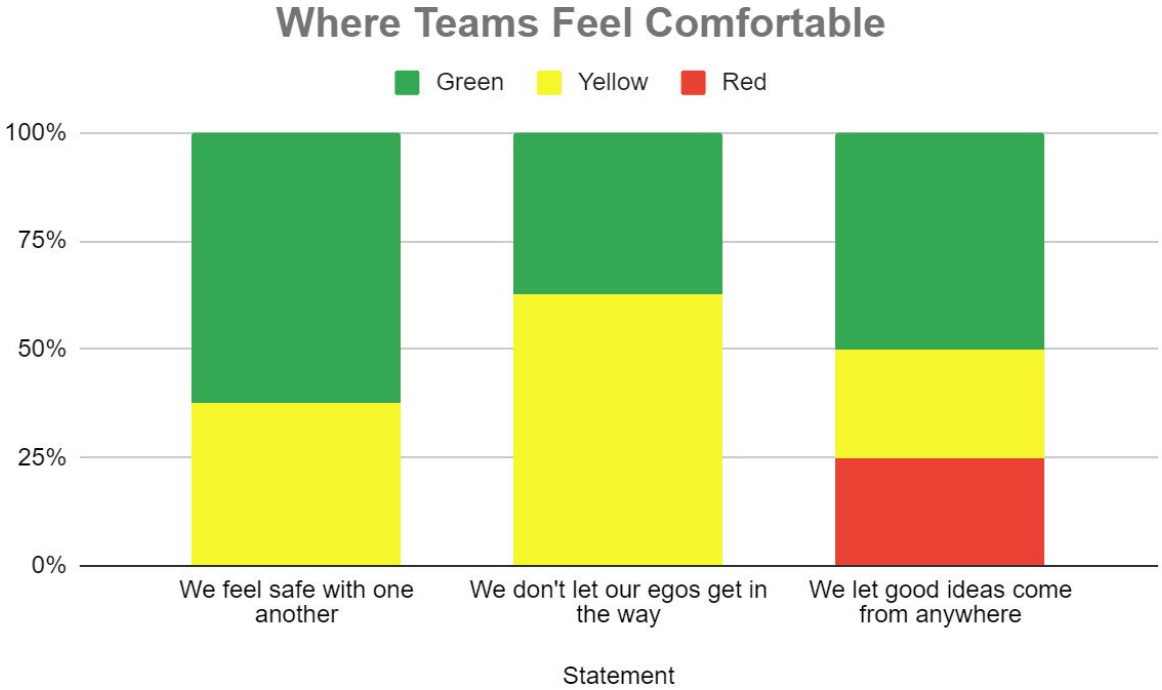
UNDP TEAMS IN GUINEA-BISSAU FEEL COMFORTABLE



There are strong responses related to **safety and setting egos aside**

Over 50% of teams felt that there was a healthy **flow of ideas**

Many teams are able to **leverage these strengths** to address areas of opportunity - such as making decisions quickly

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RECOMMENDATIONS

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RECOMMENDATIONS FOR NEXT STEPS AT TEAM-LEVEL

Encourage teams to improve on 1-2 priority areas, monitor progress

Each team had unique priorities for statements

Ask each team to select one statement for them to work on

Monitor Improvement Check in to ensure each team has an improvement focus & plan. Run Align again in 4 months to track progress,

Create central support / training on one area, perhaps decision making

Over 60% of teams identified ability to make decisions quickly as an important area for improvement

Run a training program or provide resources (e.g., articles, a decision making model/checklist)

Connect managers together to exchange practices on decision making

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APPENDIX

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Making quick decisions

Scatterplot **Context** Resources Discussion Prompts

Not all decisions need to be made quickly, but being able to make decisions quickly is a **function of a team that can gather information, listen to different opinions, and exercise good judgment.**

To diagnose your decision making you'll first need to **develop a vocabulary for the types of decisions you frequently make.** This will help clarify:

- Who provides input on the decision?
- How reversible is the decision? The more reversible, the faster it should be made.
- What's the timeline for making the decision? Would new information improve it? Should we make the decision now, or wait?
- And who gets to make the final decision – the team or manager?

The **more clarity your team has about the decision-making process the easier it will be to speed up, and slow down, when needed.**

Scatterplot Context **Resources** Discussion Prompts

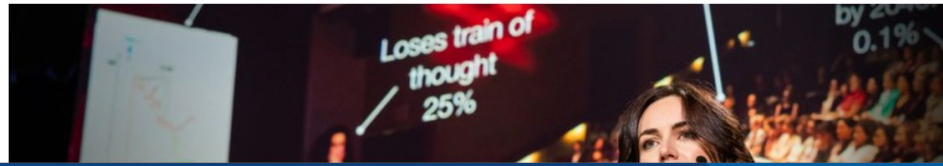
Create clarity on your decisions by using categories like the **ABCD model** from McKinsey.

Implement a model for decision-making like the **Data – Debate – Decide or Defer** approach outlined by Inc.com.

Consider adopting Jeff Bezos' Disagree and commit concept to build trust, show faith in your colleagues, and get on board with decisions faster.

If you've used our sister tool, Perspective you can use the Decision dimension and the Structure dimension to determine whether your team/leader leans toward one side of the spectrum or another.

Get lessons on decision-making from professional poker player Liz Boeree:



This content is available in all Team Align Reports by clicking on the statement

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