PILOT UPDATE FOR GUINEA-BISSAU
AGGREGATE RESULTS RESULTS FOR GUINEA-BISSAU TEAMS

We make decisions quickly
We have clear roles
We admit if we are wrong or don't know
We are efficient in our meetings
We hold ourselves to high standards
We genuinely care about each other
We actively surface & address problems
We don't let resentments build up
We give honest feedback to each other
We communicate well
We focus on the most important things
We deliver on our commitments
We don't let our egos get in the way
We let good ideas come from anywhere
We have fun together
We feel safe with one another

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).
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.
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.

Chart: Where Teams Feel Comfortable

- Green: We feel safe with one another
- Yellow: We don't let our egos get in the way
- Red: We let good ideas come from anywhere

0% - 100% Frequency
RECOMMENDATIONS
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.
Making quick decisions

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