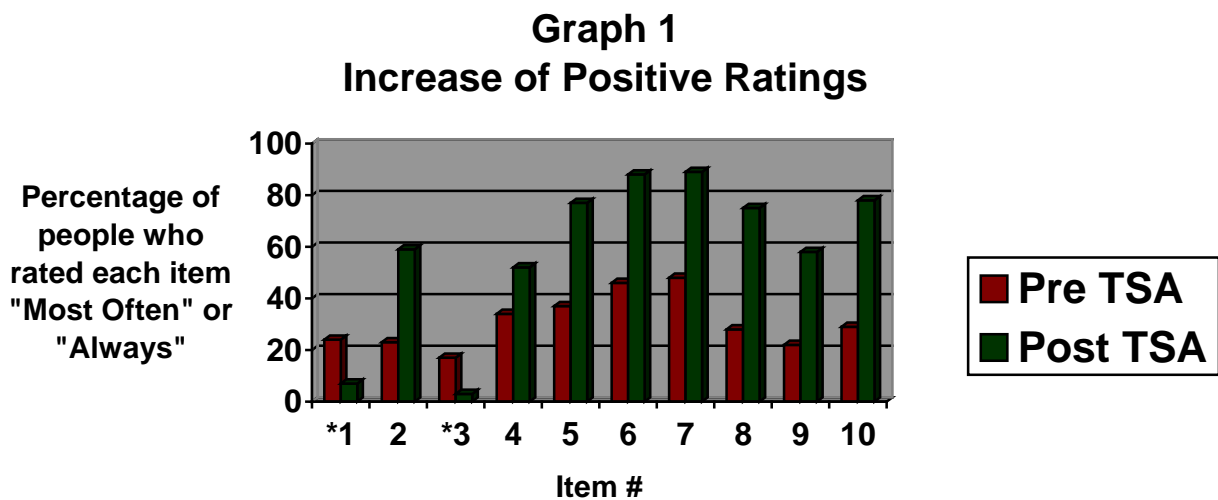


Comparison of Pre and Post Team Self Assessment (TSA) Results of Leadership Teams Participating in a Crux Move Consulting Team Development Process

In the two year period studied, seventeen leadership teams participated in **Crux Move Consulting's** Team Development Process. The shortest time involved from the initial assessment to the post program assessment was four months and the longest was ten months. Teams came from automotive, pharmaceutical, office furniture, hospitality and light manufacturing companies. All teams were composed of leaders responsible for managing others. Of the seventeen companies twelve were global, four were regional and one was local regarding the scope of their business.

Seven teams were considered middle management, five were upper management, and four were chief executives. Each team member was interviewed and completed a Pre-Program TSA and after all phases of the process were concluded they completed a post program assessment. The assessments asked them to consider team and individual team member behaviors and to assess whether the behaviors happened "never", "infrequently", "half the time", "most often" or "always".

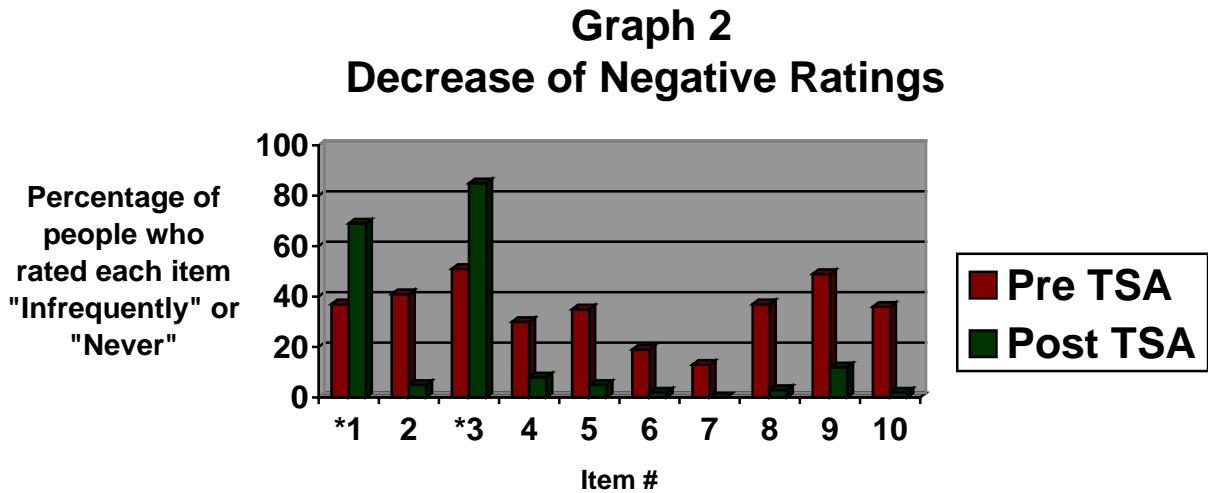
Graph 1 below shows the increase of positive ratings and indicates the percentage of leaders who scored the items either "most often" or "always". The graph compares the compiled pre-assessment scores with the post-assessment scores.



1. * We avoid having the challenging discussions we need to when there is disagreement.
2. We take risks to share information and feelings that affect performance.
3. * We compete for power and control.
4. We hold each other accountable to our commitments.
5. We share a clear vision of our purpose as a leadership team.
6. Within our team we model the same behaviors we expect of those we lead.
7. As a team we are effective at making good decisions.
8. We share a clear vision of how we need to interact to successfully meet our purpose.
9. We openly discuss our current individual challenges when we are struggling.
10. We work together to ensure that the teams we lead interact effectively.

* **Negatively stated items** – A decrease in Post TSA score indicates improved performance

Graph 2 below shows the decrease of negative ratings and indicates the percentage of leaders who scored the items either “infrequently” or “never”. The graph compares the compiled pre-assessment scores with the post-assessment scores.



1. * We avoid having the challenging discussions we need to when there is disagreement.
2. We take risks to share information and feelings that affect performance.
3. * We compete for power and control.
4. We hold each other accountable to our commitments.
5. We share a clear vision of our purpose as a leadership team.
6. Within our team we model the same behaviors we expect of those we lead.
7. As a team we are effective at making good decisions.
8. We share a clear vision of how we need to interact to successfully meet our purpose.
9. We openly discuss our current individual challenges when we are struggling.
10. We work together to ensure that the teams we lead interact effectively.

* **Negatively stated items** – An increase in Post TSA score indicates improved performance