

Building a Team Charter



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Objective

To create a charter around the four colour energies that all team members can commit to.



Overview

Using the four colour energies as a framework, the team will create four specific statements that will focus the team as they move forward.



Resources

Template PowerPoint slide that they can populate with their final charter.

How to run this exercise

Ask the group to focus on one particular colour energy at a time. They discuss their key issues in relation to this colour energy and decide on one commitment they will recommend that the team makes to ensure they use this colour energy effectively.

If working in smaller teams, each team then presents their views, gains agreement, and merges ideas.

This should result in a final slide clearly showing the commitments the team has made.

Option 1

To add another level of detail, once the commitments have been agreed, they can agree on two-five statements that will help to operationalise the four statements.

Example: Fiery Red commitment – ‘Speak our mind’.

This means we commit to:

Working with teams

- Sharing our views openly in meetings.
- Being honest even when it is tough.
- Speaking directly to those involved in an issue rather than discussing with others.

Option 2

On completion, each person makes a personal commitment as to what they will do (and, if applicable, what they will not do) to support the charter.

Option 3

The team may also choose to discuss and identify one thing they commit collectively to not doing, to ensure that each colour energy is not over-extended or used in its ‘bad day’.

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