

ALPHA GRID

A Financial Times Company

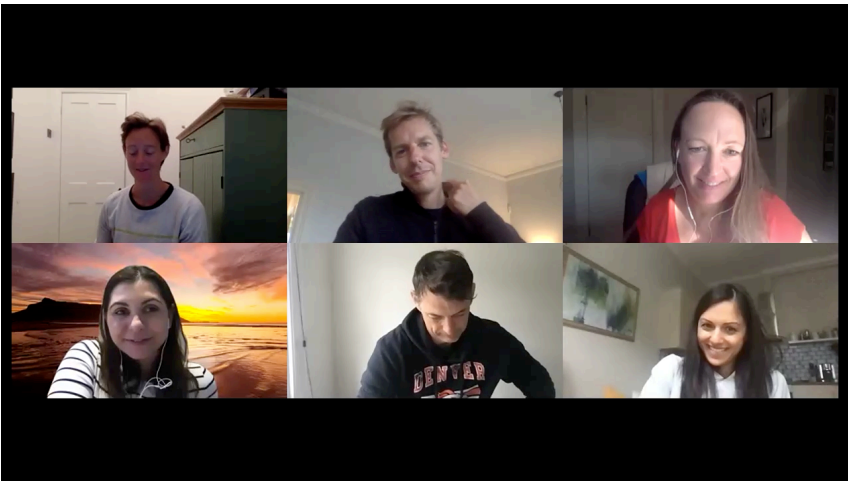
# THE TEAM PLAYBOOK



## TEAM SESSION 1

# OUR WIN

What we will achieve together?



Describe the desired future state

By 4th June 2023

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Outside-in

Who are the key stakeholders you will be interacting with to achieve your win?

FT Commercial, AG Management, AG Talent, Clients, 3rd Party Sales

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By achieving your win, what will the benefit be for each stakeholder?

Creative and quality products, transparency, value, a personal service (achieved through creative freedom), collective success.

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By achieving your win, how will each stakeholder describe the engagement and interactions you've had?

Partnership, trusted and trusting, commitment, collective endeavour, value, open and honest, consistent service.

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Why will each stakeholder care that you have achieved your win?

They know we care, we make our clients lives easy, we help everyone grow - our success and their success is intertwined

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What is the achievement?

Successfully growing the business whilst maintaining a 'boutique' feel for our clients - high quality, premium price, quality trusted relationships.

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What is the date of completion?

4th June 2023

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What is the measure?

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What is the win statement?

International company with independent hubs in the USA & Asia.

Majority of client base consisting of golden clients managed and by future work force.

Feeling truly part of the FT with a seat at the table.

Larger product offering for our clients

Senior management team in a position where most of their time is spent in a supervisory role, strategy and big-picture thinking.

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Further Resources

<https://www.whatdoesittaketowin.com/blog/the-win>

## PART 2

# OUR IDENTITY

## How we play to our strength to WIN?

What's our habit based core values?

1. **Conscientious** : Delivers quality, strives to do what's right for each other and our clients, supportive
2. **Work ethic** : Commitment, trust in each other, collective endeavour
3. **Honesty**: Transparency towards each other and our clients

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What are our player strengths?

Trish : Zest, Honesty, fairness, Appreciation

Matt : Humour, Honesty, Gregarious, Optimism, Hope

Alex : Hard working, Perspective, Patience, Fairness

Sat : Perseverance, Big-picture perspective, Zest, Bravery

Jo : Love of learning (& teaching), Perseverance, Kindness, Curiosity

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Where are the team drags?

- When there is no clear goal / focus - work on solo missions = wasted time and energy
  - When we don't stay connected = dispirit perspectives
  - Unable to let go of 'my way' / we like to do it our own way = stuck in ways and blocks scalability
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What are the choices/ options available?

- Leverage the diversity of the team - Balance of fairness & perspective, big picture & perseverance, nurturing & detail, optimism & humour.
- Identify key priorities, objectives, strategy for growth, how to utilise strengths and skills to deliver - monthly meetings
- Formalise roles based on big picture - Jo & Alex to take mentor role?
- Based on growth strategy, identify options for talent sourcing short-term and long-term - Trish?

