

Team Culture Activation Map

A yellow geometric map graphic consisting of a large, irregular polygonal shape. Inside this shape, there are three location pin icons (a circle with a dot and a tail) and a dashed yellow circle. The graphic is positioned on the right side of the slide, partially overlapping the main title text.

Ducidium

Team Culture Activation Map

The Team Culture Activation Map is an essential tool for any leader truly wanting to maximise team engagement and performance.

Ducidium's TCAM provides the perspective you and your team needs to efficiently navigate towards optimal team cultures, behaviours and growth.

In the VUCA (volatile, uncertain, complex, ambiguous) environments we find ourselves in today, leaders need to be equipped with accurate data so that they can make informed, strategic decisions that benefit the team and consequently the customer.

Your team's TCAM creation starts with a survey to capture data from all team members across the 6 Organisational Leadership domains: People, Communication, Leadership, Development, Management and Empowerment.

Ducidium's unique analysis then identifies the areas where the team's strengths, uncertainties and challenges exist, thus establishing the Team's Culture Activation Map.

Your map establishes the launch point, from which the desired engagement and performance can be grown.

The Results

Under each domain, 3 key result highlights are given:

- The overall positivity score for the domain as a percentage of all responses
- A summary of the top ranking elements for the domain.
- A summary of the lowest ranking elements for the domain.

These results provide a snapshot of the team's current, averaged perceptions for the domain.

Full Report

A Full Report provides the complete range of results across every element for each domain. If you wish to purchase a copy of your team's Full Report please send an email to info@ducidium.com and we'll let you know once they're available.

Leadership

70%

POSITIVITY

across collective and individual perceptions on the focus and effectiveness of leadership in the support of people and decision making.

That's a good place to start!

TOP RANKED ELEMENTS

- Individuals have the encouragement, motivation and autonomy to perform well.
- Leadership behaviours are effective, adaptive, and focus of people's wellbeing.
- People are supported to develop the required skills and knowledge.

LOWEST RANKED ELEMENTS

- People are not supported in identifying learning from failures.
- People are not able to make important decisions on the activities they perform.
- Delegation may occur only for low skilled activities.

Communication

30% POSITIVITY
 scores collective and individual perceptions on the level and effectiveness of communication, feedback and on safety of information exchange in their domain

TOP RANKED ELEMENTS

- People take time to understand each other
- Feedback is timely provided appropriately on performance

LOWEST RANKED ELEMENTS

- Individuals lack confidence in the team's processes, priorities and execution
- Decisions are not guided by the team's process
- People are not confident in the team's process or strategy
- People are not certain on behavioural expectations or priorities from stakeholders
- Feedback is not given on behaviours
- People often lack what they need to be

Management

45% POSITIVITY
 scores collective and individual perceptions on the opportunities and effectiveness of management practices to support the conduct of activities

Room for improvement

TOP RANKED ELEMENTS

- Individuals are confident in the value their activities create
- Management practices are consistently applied to people
- Management practices can be effective and lead to continuous improvement

LOWEST RANKED ELEMENTS

- Activities can be duplicated between team members
- Activity planning is not always sufficient for consistent and effective
- Activities are not consistently clear processes/procedures or standards
- Activities can require rework

Empowerment

95% POSITIVITY
 scores collective and individual perceptions on the culture, opportunities, trust, autonomy and growth for people in the team

Setting the standard

TOP RANKED ELEMENTS

- Individuals are confident to work towards their shared success
- The culture allows people to be innovative and explore without feeling threatened
- People have the knowledge and capability to lead, determine and manage their own behavior
- People are trusted and supported to succeed, create and grow

LOWEST RANKED ELEMENTS

- People may not be empowered with responsibility for the team and job

Leadership

70% POSITIVITY
 scores collective and individual perceptions on the degree with effectiveness of leadership in the support of people and strategic thinking

That's a good place to start

TOP RANKED ELEMENTS

- Individuals have an encouraging, motivation and authority to perform well
- Leadership behaviours are effective, adaptive and have a people's confidence
- People are supported to develop the required skills and knowledge

LOWEST RANKED ELEMENTS

- People are not supported in identifying learning from failures
- People are not able to make important decisions in the activities they perform
- Engaging individuals only for low skilled activities

Development

50% POSITIVITY
 scores collective and individual perceptions on the opportunities, offer, process and confidence in development activities for people

Room for improvement

TOP RANKED ELEMENTS

- Individuals are confident in their ability to perform well and their opportunities for growth
- Development opportunities are readily available and shared amongst
- People are confident to learn each and mentor others
- People learn collaborative to learn

LOWEST RANKED ELEMENTS

- People are quick to give their opinions on other's conditions
- Team challenges are not always effective for all roles
- Individuals have not learned or not developed in the last 12 months
- People are concerned about the impacts of failure

People

70% POSITIVITY
 scores collective and individual perceptions on understanding, behaviour and engagement towards people and the team

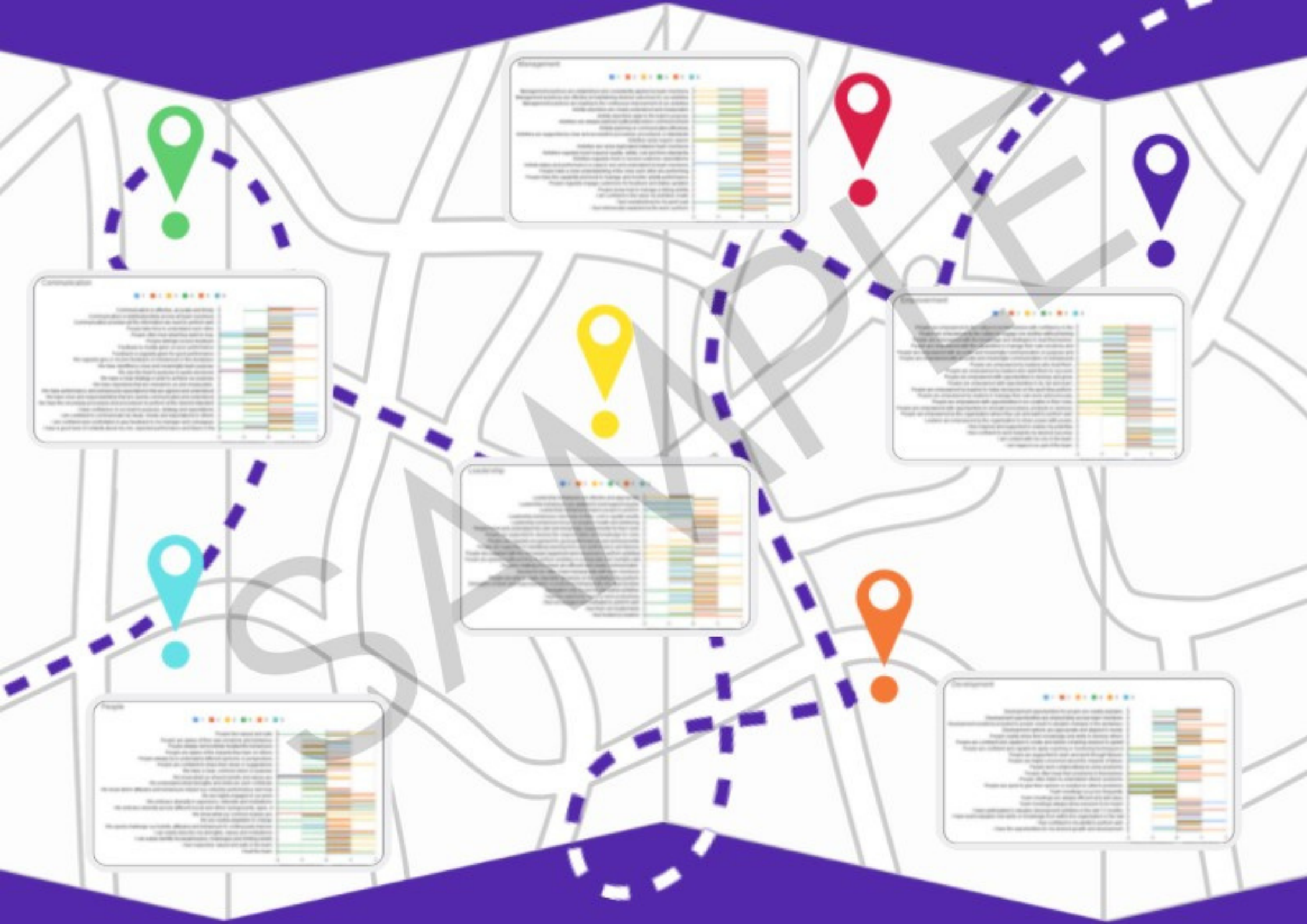
That's a good place to start

TOP RANKED ELEMENTS

- Individuals are confident of their own abilities
- Individuals feel safe in the team
- People are aware of their own behaviours and impacts
- People share a common purpose and are engaged

LOWEST RANKED ELEMENTS

- People are unaware of common ideas
- People do not understand the strengths and skills of others in the team
- People are not readily adaptable to change



The Results

Under each domain...

Communication

30% POSITIVITY

across collective and individual perceptions on the level and effectiveness of communication, feedback and certainty of information. Attention is needed in this domain!

Empowerment

95% POSITIVITY

across collective and individual perceptions on the culture, opportunity, trust, autonomy and confidence in people in the team.

Setting

Development

POSITIVITY

across collective and individual perceptions on the opportunity, willingness and confidence in development activities for personal improvement!

LOWEST RANKED ELEMENTS

- People are quick to give the thumbs down to other's problems.
- Team meetings are not always adding value.
- Individuals have had limited or no development in the last 12 months.
- People are concerned about failure.

Next Steps

#1 Debrief and reflect on the results as a team and develop development strategies to explore and address the lowest ranked elements.

#2 Identify the team's top 2 or 3 element outcomes for each selected element, in order of priority.

#3 Explore the available solutions to achieve the outcomes, establishing new habits, improving systems and processes.

#4 Implement the solutions, monitor and evaluate progress. It takes time!

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Team Culture Activation Map



Leadership

POSITIVITY

across collective and individual perceptions on the focus and effectiveness of leadership in the support of people and decision making. A good place to start!

LOWEST RANKED ELEMENTS

Management

across collective and individual perceptions on the application and effectiveness of management practices to support the conduct of the team.

People

70% POSITIVITY

across collective and individual perceptions on understanding, respect and engagement towards people and the team. A good place to start!

Contact us

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