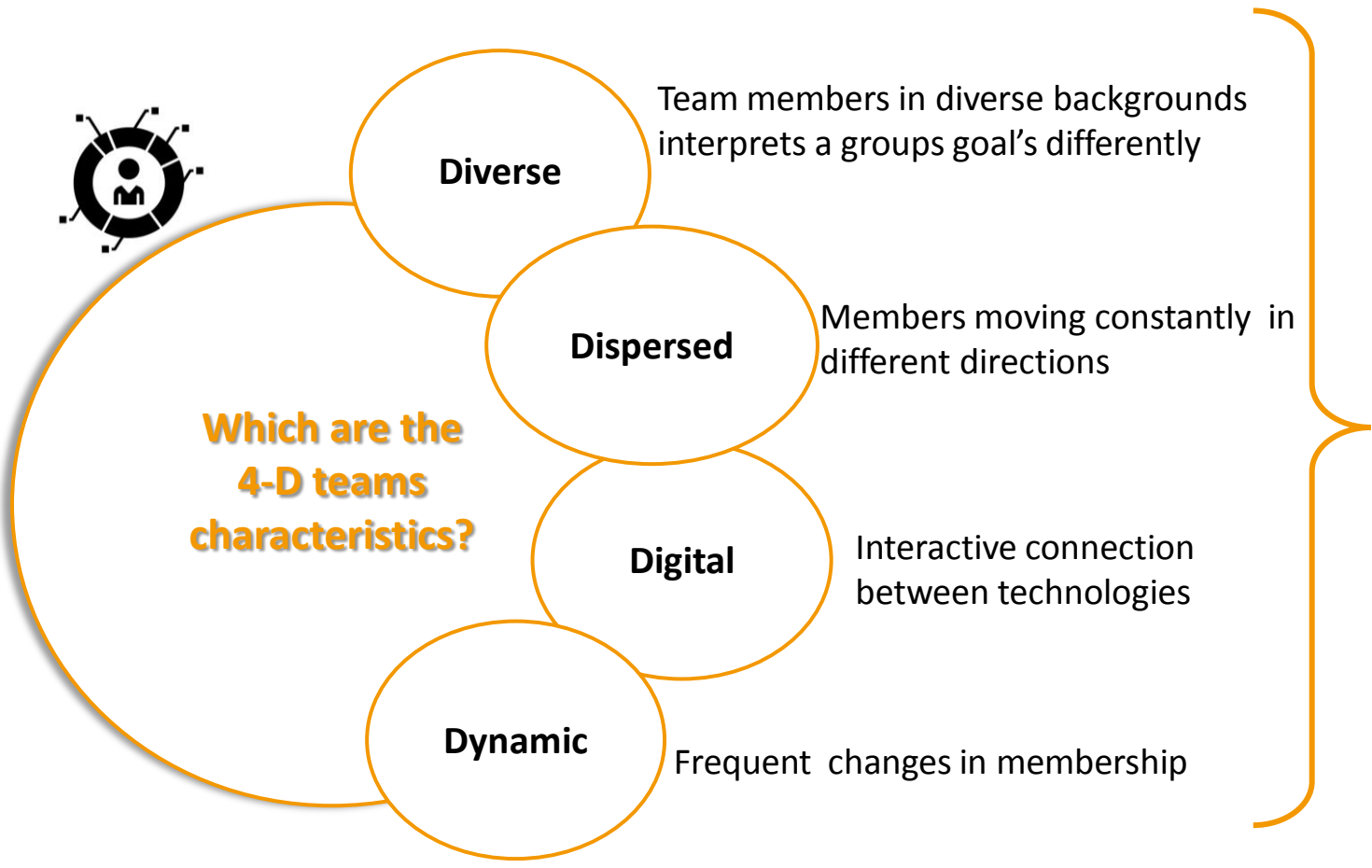


# Do you know 4-D teams?

## Guidelines to adapt teamwork in the new reality



4-D teams are a new way of understanding teamwork and the connection between members, adapting to the new interactive, social, digital and cultural situation of the moment

<b>Compelling direction</b>	Forceful and guided leadership, with commitment. The work has an important purpose.
<b>Strong structure</b>	Teams with a balanced range of competences. Diversity of knowledge, perspectives, points of view, ages and gender helps to the team being more creative and avoiding to fall into group thought.
<b>Shared mindset</b>	The knowledge shared is the key of the effective collaboration. Creation of a shared identity.
<b>Supportive context</b>	<ul style="list-style-type: none"> <li>○ System of reward to reinforce the good performance.</li> <li>○ System of information to have access to the data and variables.</li> <li>○ Training program adapted to the needs of the members.</li> </ul>



- Compelling direction**  
A challenging, consequential and clear common goal.
- Strong structure**  
Right number and mix of members. Responsibility of the tasks from the beginning to the end. Clear rules and acceptable conduct
- Shared mindset**  
Strong common identity. Information sharing between members and understand constraints and context.

Based on these criteria, we will assess what has to be taken into account according to the conditions of effectiveness

- Output:** Are our customers happy with its quality, quantity and delivery?
- Collaborative ability:** Do our team 's dynamics help us work well together?
- Individual development:** Are individuals members improving their knowledge, skills and abilities?



**Supportive context**  
Resources, information and training. Appropriate rewards for success