

SAME PAGE™



Richard Leider
Inventure – The Purpose Company
www.richardleider.com

Are We On The Same Page™?

Same Page™

Team: _____
Date: _____

PURPOSE
▪ What is our aim?

IMPACT
▪ Who do we want to influence?

PRACTICES
▪ How do we communicate?

SYNERGY
▪ Are we having “courageous conversations?”

VISION
▪ What does success look like in 3 years?

IMPERATIVES
▪ What are our 3 essential priorities?

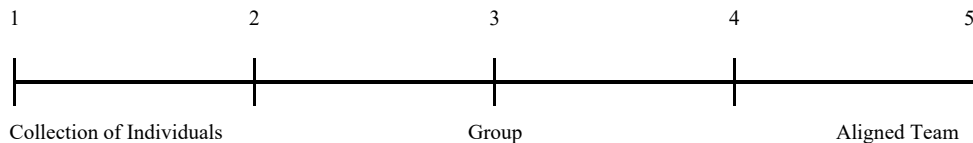
TALENT
▪ Do we have the right people “on the bus?” In the “right seats?”

STRENGTHS
▪ What are our distinct strengths?

1. **Common Language**
Are we on the same page?
2. **Leadership Point of View**
Are we transferring this to others?
3. **Consistent Practices**
Are we communicating effectively?
4. **Accountability Tool**
Are we holding ourselves accountable?
 - Meeting/Check-in Assessment
 - 6-month Check-up
 - 12-month Check-up (Team Profile Assessment)

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- Where do you see our team today?
(Circle the number closest to where you see us today.)



The Same Page™ Check-In

“ARE WE ON THE SAME PAGE™?”

INSTRUCTIONS

Four Same Page™ dimensions are outlined. For each dimension, two descriptors are provided at opposite ends of a scale. Read the paragraph describing the dimension and then circle where you see our team today.

#1 - PURPOSE

Failed teams rarely develop a common purpose. Aligned teams invest time and energy clarifying and committing to a purpose that belongs to them both collectively and individually.

Are we clear on how we declare "victory?"
Are we aligned around a clear, compelling purpose?

NOT ALIGNED

ALIGNED

1 2 3 4 5

.....

#2 - VISION

Failed teams focus on today's problems in allocating meeting time. The question is: What is the context for the agenda? Is it current problems or future vision?

Do we have our top three imperatives that guide our meetings and time resources?

NOT ALIGNED

ALIGNED

1 2 3 4 5

.....

The Same Page™ Check-In

#3 - TEAM

Safe conversation occurs when "sacred cows" cannot be talked about, said, or shared.

"Courageous conversation" is the willingness to risk transparency, to put in front of the team what really is occurring or what is getting in the way. Are we having courageous conversations?

NOT ALIGNED

ALIGNED

1 2 3 4 5

#4 - TALENT

Engaging the full range of talents is a critical factor to the success of a team. Do we have the right people "on the bus?" In the "right seats?"

If our individual strengths are limited by our organization roles, we will not realize our team potential. Are we playing to our individual/team strengths?

NOT ALIGNED

ALIGNED

1 2 3 4 5

The Same Page™ Summary

ALIGNMENT

Total the number of circles for each number.

TOTALS

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

COLLECTION OF INDIVIDUALS	GROUP	ALIGNED TEAM
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1	2	3	4	5
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COLLECTION OF INDIVIDUALS

If most of the scores were 1 or 2, the team is functioning primarily as a collection of individuals. The team is either forming or is individual-centered.

GROUP

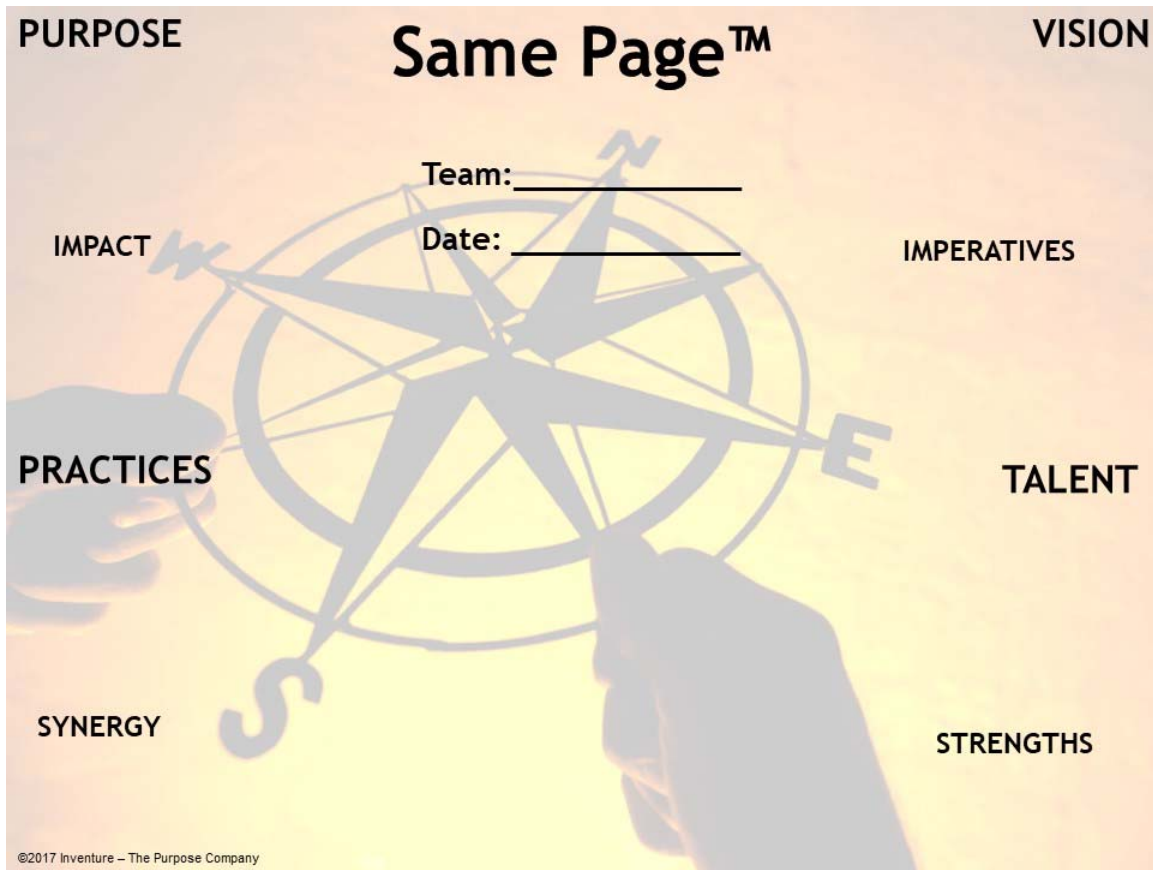
If most of the scores were 3, individuals are responding as a group. Members are forming a group identity, clarifying their roles, beginning to align on mission, and establishing norms for working together.

ALIGNED TEAM

If most of the scores were 4 or 5, essence is present. Energy is focused and members share courageous conversation. Our team is purpose-driven and vision-focused.

"If you want to teach people to think differently, don't tell them how to think, instead give them a tool." - R. Buckminster Fuller

Commitment to Staying on The Same Page™



How do we intend to stay on the Same Page™ all year? _____

- _____
- _____
- _____

Who is accountable for consistent Same Page™ audits all year? _____

- _____

Who do we need to share our Same Page™ with? _____

- _____
- _____
- _____