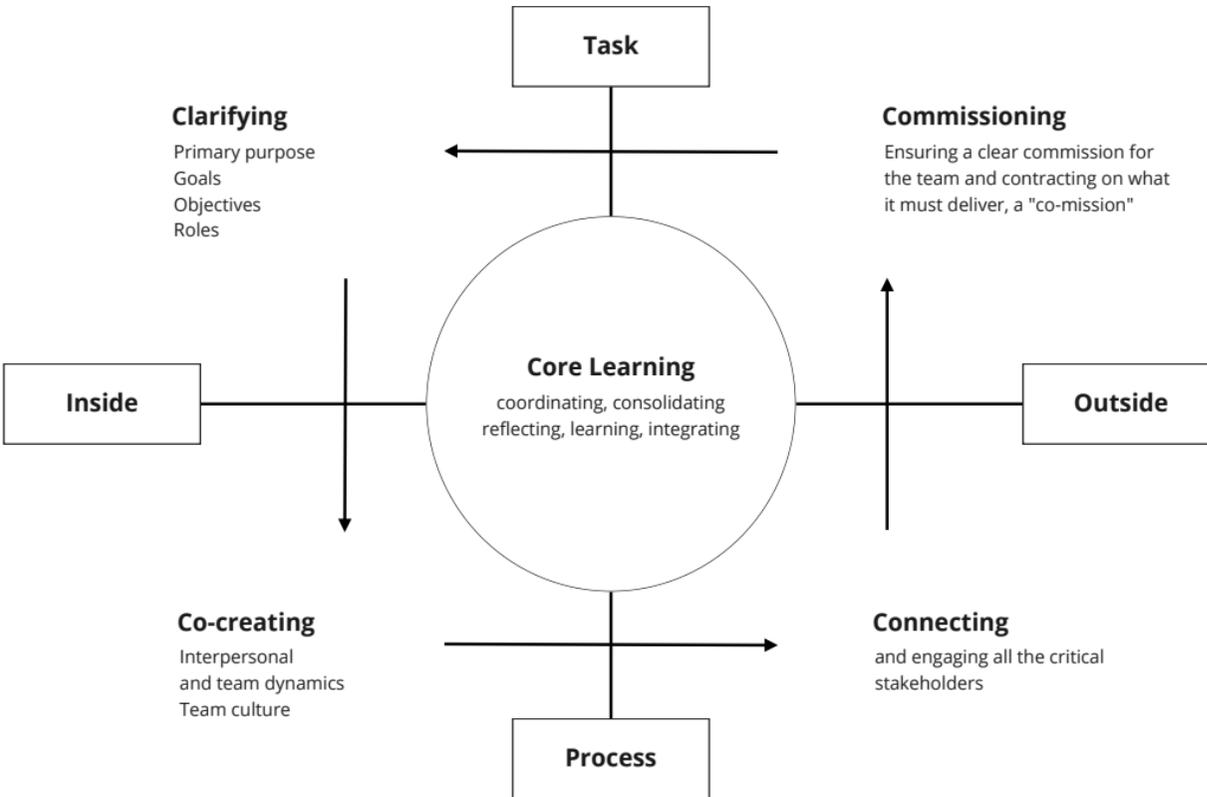


Hawkins' Five C's Model for High Performing Teams



Peter Hawkins' Five Cs Model for High Performing Teams

1. Commission

>> *Why are we here and who cares?*

Are we clear about what our stakeholders are requiring from us? Commission is all about understanding WHY we are here, and this is determined by the stakeholders that we work with.

2. Clarifying

>> *What exactly is this team? What is our identity and shared purpose?*

Receiving a clear commission from your stakeholder/s is not enough. A great team creates its own sense of collective endeavour- what are we here to achieve that we can't achieve by working in parallel? What are the KPI's of the leadership team? Not just our individual KPI's, but our collective goals and roles? How do we not only run our functions, but contribute to the whole? Clarifying is all about WHAT are we going to do.

3. Co-creating

>> *How are we going to work together to make this happen?*

HOW do we work together in a way that is generative? How do we have meetings where we are not just exchanging pre-cooked thoughts, but we're generating new thinking that none of us had before we came into the room?

4. Connecting

>> *How are we engaged with one another?*

Great teams aren't just ones that have great meetings; great teams are as much about what we do when we're not together as when we are together. How do I, as part of a team, carry the sense of the whole team with me and not just my function?

5. Core learning

>> *How do we grow and learn collectively?*

How does the whole team develop and learn, not just the individuals within it? How does a team take time out to reflect on its development? To ask how does it grow its collective capacity? And how does it become a source of individual stretch and development for its members?

References

- <https://www.koganpage.com/article/the-5-disciplines-of-high-performing-teams>
- <https://www.leadershipcentre.org.uk/artofchangemaking/theory/5-capacities-of-high-performance-teams/>