McChrystal Group Team Science

A comprehensive approach to leverage the voices and experience of your team to achieve your strategic outcomes.

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Team Science combines academic frameworks, cutting edge analytics, and unparalleled experience to transform data into action.

A HYBRID APPROACH TO ORGANIZATIONAL DEVELOPMENT & ASSESSMENT

Team Science is a multi-disciplinary approach and suite of analytical tools purpose built to drive action and growth in organizations. Team Science expands on the foundational research of General McChrystal’s Team of Teams organizational theory by integrating tenets of organizational psychology, leadership behaviors, and social network theory coupled with an ecosystem of analytical tools to understand and guide organizations.

HOW WE CAN HELP

1. **Cut through the clutter:** Executives are overloaded with information. Team Science gives them the information they need, when they need it.

2. **Focus on people:** Traditionally strategy, finances, and people analytics have fallen under separate teams even though people are key to executing strategy and thus driving financial results. Team Science puts people at the center of every effort in the context of an organization’s strategy.

3. **A networked approach to change:** No leader or even leadership team can drive an organization on their own. Team Science finds the key influencers within the organization who can help.

**TEAM SCIENCE IS A COMBINATION...**

...of leading disciplines...

- Team of Teams Framework
- Social Network Theory
- Organizational Psychology
- Behavioral Science
- Leadership Principles
- People Analytics
- Business Intelligence

...with cutting edge tools

- Proprietary Surveys
- Organizational Network Analysis
- Machine Learning
- Natural Language Processing
- Extensive Database
- Engagement Index
- Passive Data Integration
Your people are your **strategy**. Understand your employees to get where you want to be **faster**.

McChrystal Group’s Team Science practice will help you achieve your business objectives while improving your organization’s overall health.

### KEY AREAS OF EXPERTISE

**EVERGREEN OPPORTUNITIES**
- Eliminate decision-making bottlenecks
- Drive improved leadership behaviors
- Increase employee engagement & retention
- Optimize processes

**EVENT-DRIVEN OPPORTUNITIES**
- Crisis response
- Mergers & acquisitions
- Digital transformation
- Restructuring & integration

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*They had never been in our company, they didn’t know us, but through their assessment they were able to pinpoint and uncover specific issues in our different departments that we didn’t even know about.*

Senior Executive  
Global Consumer Goods, on our Organizational Diagnostic
Organizational Diagnostic

Our Organizational Diagnostic helps our clients address their toughest challenges by deploying industry-leading analytics capabilities to leverage their employees to provide an actionable roadmap to achieve their objectives.

With experience diagnosing 100+ clients across industries and geographies and the ability to leverage the powerful suite of Team Science methodologies, we are the partner to diagnose and solve organizational challenges.

**Performance Analysis**
Understand how employees perceive the organization and its leaders

**Network Analysis**
Uncover how each individual works together within the organization

**Qualitative Analysis**
Gain organization-specific context to support the quantitative data

Leader Behavior Diagnostic

Even the most self-aware leaders have blind spots. The Leader Behavior Diagnostic allows you to understand where you thrive and where changes in your behavior may help drive your team to higher performance.

We provide you actionable and functional insights to carve a customized path for individual development, rather than simply identifying traits or measuring skills. When extended to your entire team, we identify cultural markers and norms that determine what behaviors you are overusing and underusing. We provide targeted and specific recommendations to prevent those bad habits from undermining your success efforts.
Employee Engagement

Understand your employees with a tool that has been shown to be a better predictor of employees’ turnover intentions than compensation. We’ve uniquely crafted our five-minute engagement survey to measure the intrinsic motivation of employees to adaptively perform their jobs, even in the face of organizational challenges. It is this energetic engagement with work that businesses should be interested in measuring, predicting, and growing to maximize retention and performance.

Pulse Analytics

We understand how disruptive change can be for any organization. Whether your organization is just beginning a major initiative, in the midst of one, or looking back trying to understand what happened, our bespoke pulse analytics can help. Our Team Science practice has experience assessing and creating a way forward for organizations as they go through disruptive change. These are just some of the ways we’ve partnered with clients to give them the insights and confidence they need to navigate new environments:
Microsoft Viva Implementation

Our Team Science methodology represents a new approach to understand leading, managing, and developing modern organizations. Microsoft Viva integrates communications, knowledge, learning, resources, and insights into a comprehensive employee experience platform. Together, they can help you guide your organization through a new environment.

We are a proud Microsoft partner with the tools and experience to help organizations leverage Microsoft Viva to drive their success. From initial setup through customized dashboarding, reporting, and analytical training, McChrystal Group will help you transform the data that already exists in your organization into actionable insights.

Managed Analytics Services

For organizations looking to undergo transformative and lasting change, McCrystal Group’s Team Science practice offers managed analytics services. With managed analytics services, we partner with organizations to leverage the entire suite of Team Science tools and methodology to provide initial assessments, recommendations, and ongoing monitoring. Managed analytics services are a flexible and affordable way to implement a Team Science approach in your organization.

“
We’ve gotten tremendous value from the diagnostic itself. It has given us a high level of clarity of our effectiveness. Once you have that clarity, you can build strong alignment on what you need to do about it, and it becomes a foundational piece of problem solving for leadership teams.”

Senior Executive
Telecommunications, on our Organizational Diagnostic
Accelerating Innovation in Agrochem

**CLIENT**
R&D group of a major agrochemical organization hoping to speed time to innovation

**KEY FINDINGS**
Leaders and technical experts struggled to come together to make important decisions or share expertise through extended networks

**SOLUTIONS**
Leveraged network influencers and understanding of information gaps to design information sharing forum

**OUTCOME**
Rapidly empowered mid-level leaders to accelerate decision making cycle and execution

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Launching A New Team in Oil & Gas

**CLIENT**
Newly-formed group within oil & gas company tasked with executing company’s largest growth ventures

**KEY FINDINGS**
Component groups lacked unifying strategy, integration, and information sharing processes

**SOLUTIONS**
Addressed identified gaps through new strategic framework and processes to speed integration

**OUTCOME**
Dramatic increases in strategic understanding, knowledge sharing, and integration leading to significant cost savings
Unifying Misaligned Aerospace Manufacturer

**CLIENT**
International Aerospace Manufacturer working to align its leadership team and organization to pursue new opportunities

**KEY FINDINGS**
Confusion around company’s long-term strategy had created a lack of trust and shared strategic alignment among the organization’s leadership

**SOLUTIONS**
Align senior leadership around strategy with common language and clearly articulated priorities

**OUTCOME**
Executive agreement on next steps and organizational strategy

Adapting to Shifting Environment in Investment Bank

**CLIENT**
Industry leading specialty investment bank grappling with changing expectations of key clients

**KEY FINDINGS**
Company was heavily reliant on small number of key leaders to maintain client relations, build business and provide differentiated solutions

**SOLUTIONS**
Developed liaison network and information sharing processes to allow client to leverage employees

**OUTCOME**
10x increase in professionals who are considered “strategic advisors” by their clients
A partnership with McChrystal Group is a commitment to improving your organization.

We will partner with you to understand the scope of your challenge and develop a partnership plan that will allow you to measure, create an action plan, and track progress on your stated organizational objectives.

EXAMPLE MONTHLY TIMELINE

1. Organizational Diagnostic
2. Ongoing Team Metadata Analysis - Microsoft Viva
3. Leader Behavior Diagnostic
4. Re-Diagnostic

- Proprietary evaluation comprised of organizational process evaluation, network analysis, and qualitative analysis to identify high performing teams and key areas of opportunity.
- Based off identified focus areas from the Diagnostic and using passive data integrations from Microsoft Viva, create dashboards and team KPIs to track progress of interventions over time.
- Provide key network influencers and emerging leaders with customized analytics to drive behavior change and develop your people.
- Yearly evaluation of progress on interventions.

“This was the most powerful snapshot of the company we’ve had in the years since we restructured. The insights out of this assessment are actionable in a way that our engagement survey has never been.”

CEO
Global Engineering Firm. on our Organizational Diagnostic
McChrystal Group

McChrystal Group assesses, equips, and connects your teams to outpace your environment, your competitors, and your next challenge. We do this by applying our Team of Teams framework to three critical areas of performance: developing your leaders, implementing strategy, and measuring your organization’s performance.

Here are some of our partners.

CITY of BOSTON  MONSANTO

ExxonMobil  General Mills

Contact contact@mcchrystalgroup.com today to join other leading companies on the path to understanding your organization.

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