



**BELLEVIEW**  
— CONSULTING —

# From A Players to an A Team

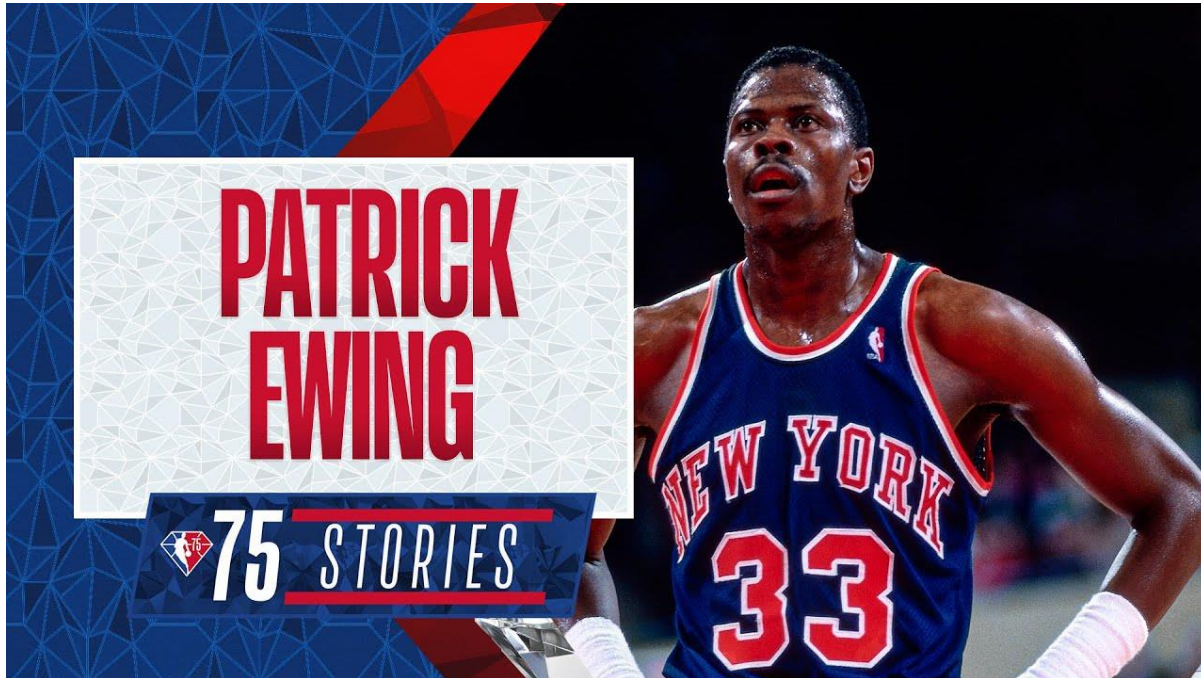
Belle Walker

Founder and Lead Consultant



# A Players

- Individuals who each consistently give A+ performances



# A Team

- Group of people whose collective performance gives A+ results



# A few assumptions...

- There are times when you can have an A Team without any A Players
- There are times when A Players are all you need
- As organizations grow, the chances of A Players being “enough” dwindles
- “Process” is *\*not\** a 4-letter word



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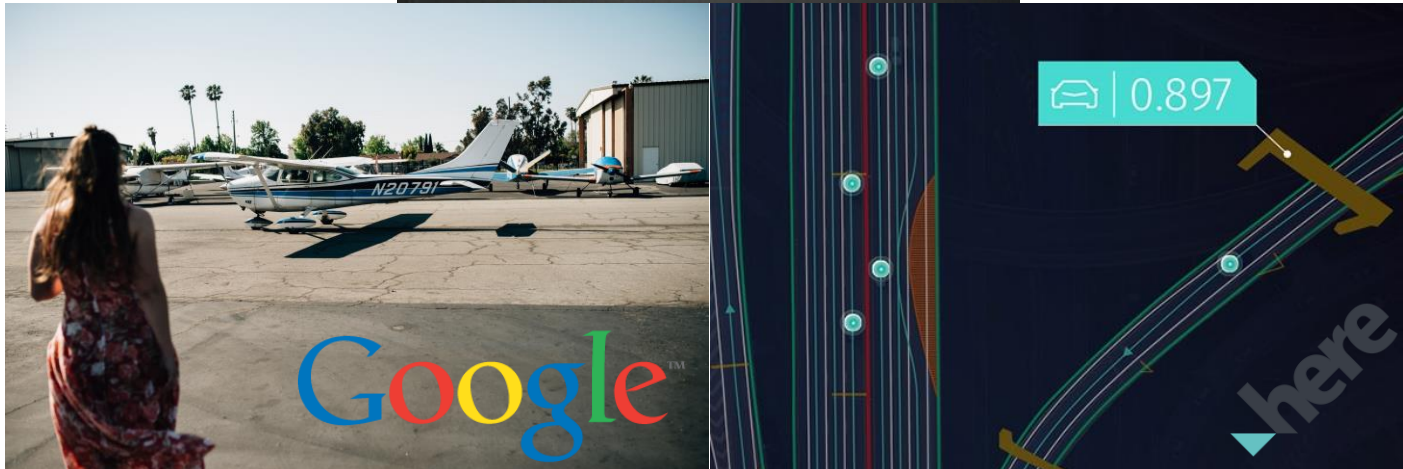
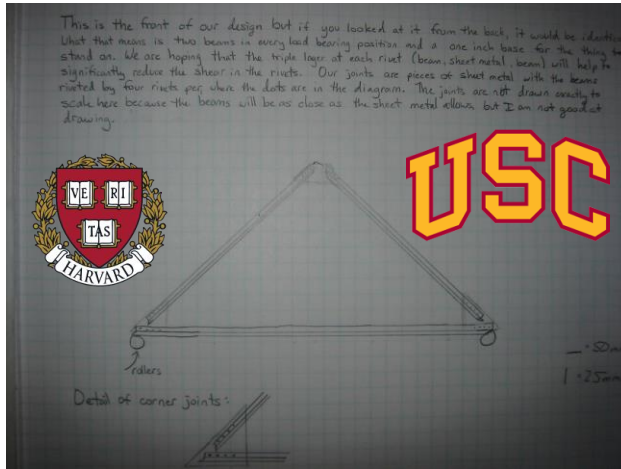


# What does “not enough” look like?

- Slowing velocity
- Missed targets
- Increased inter-team conflict
- Redundant or even conflicting work being done across teams
- Frustration
- Hearing “who do I talk to when...?” on a regular basis

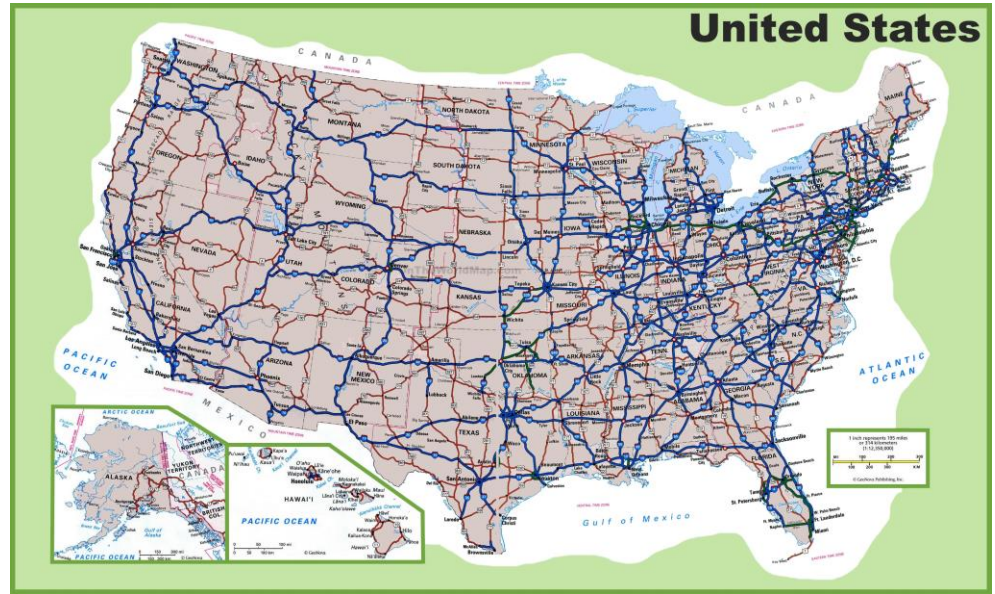
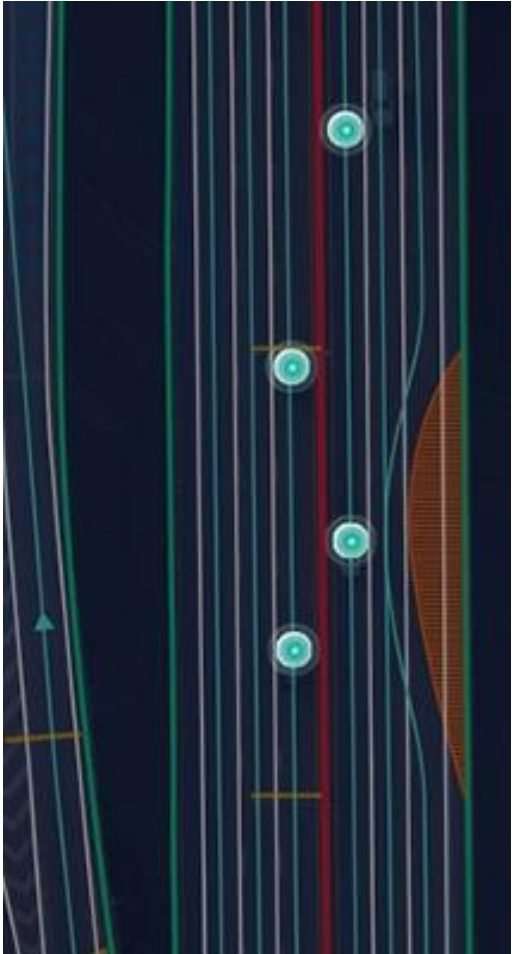


# Quick Introduction

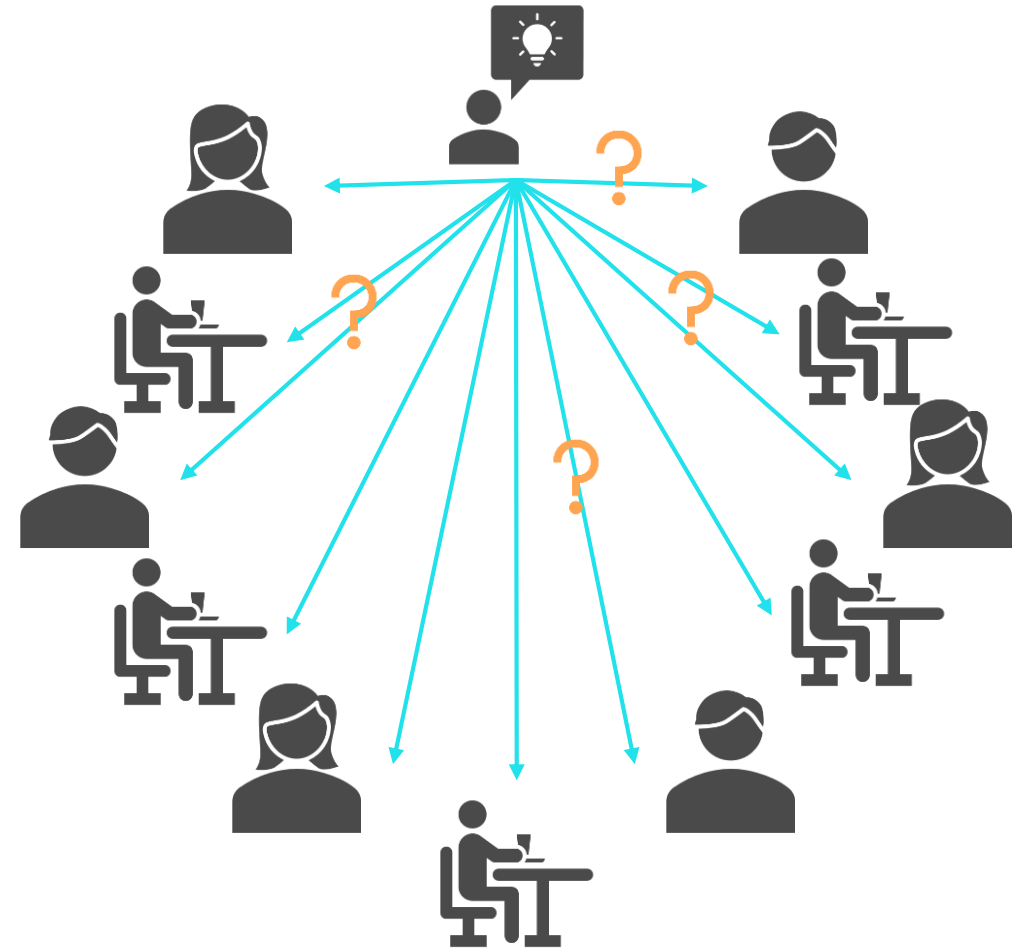
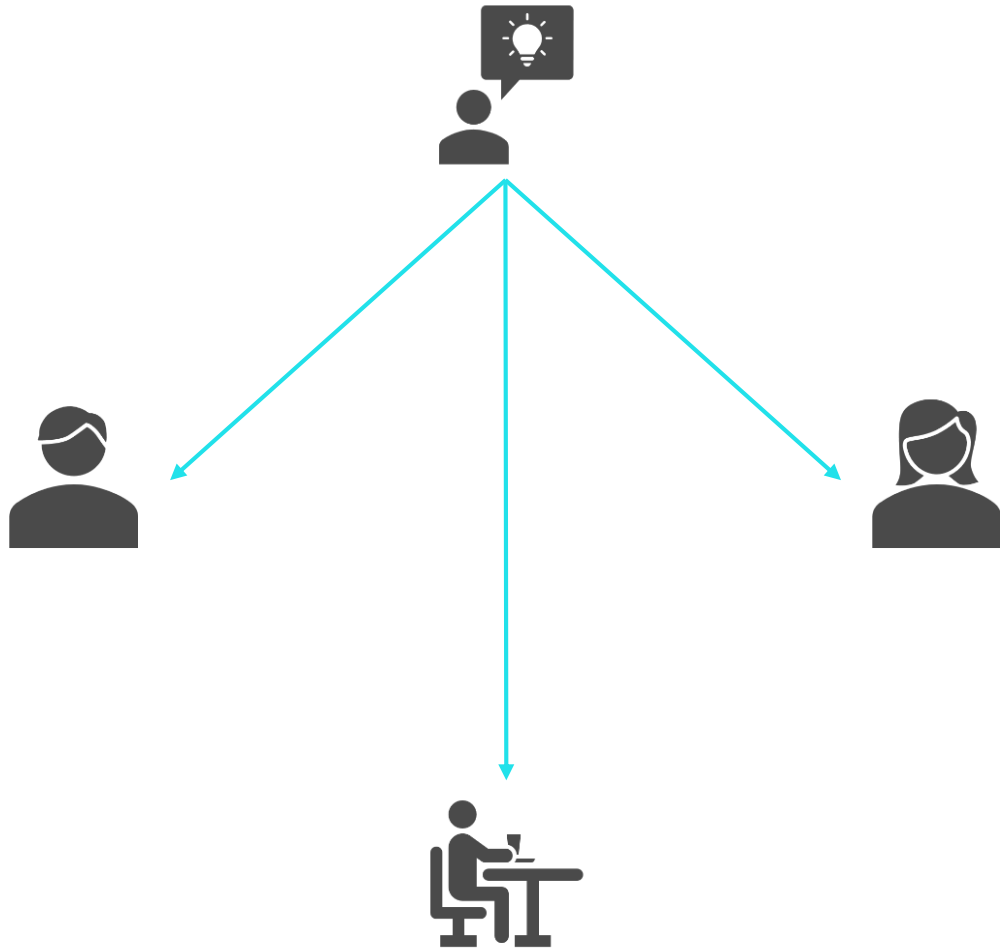


Friction to Function®

# A Brief Aside: High Definition Maps



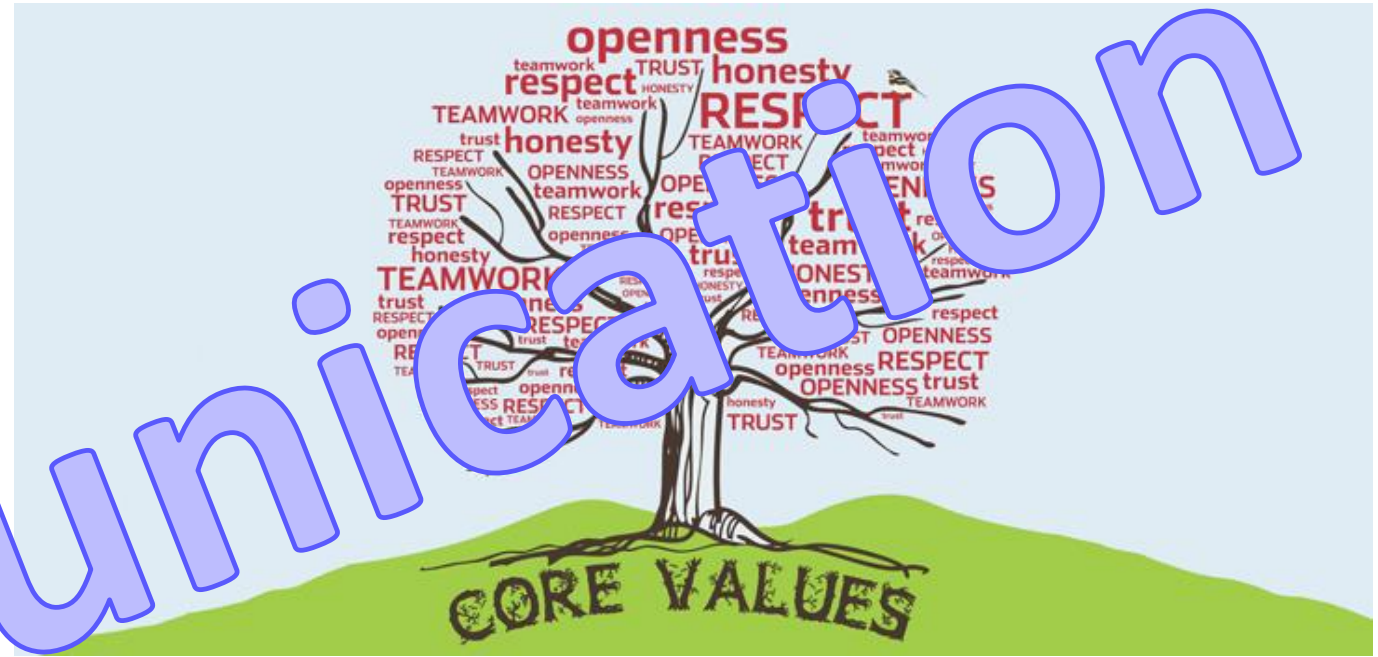
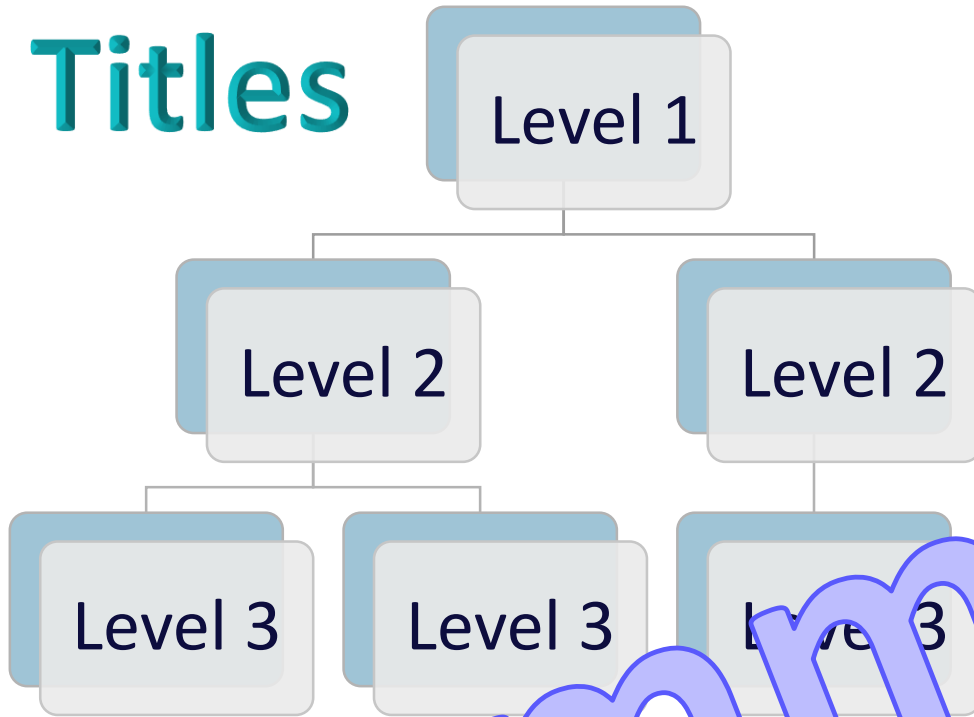
# Back to People: Scaling





# Structures to the Rescue!

## Titles

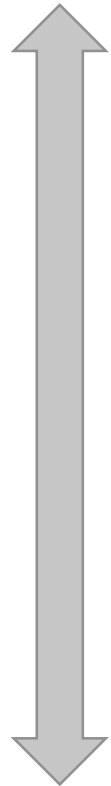


Communication

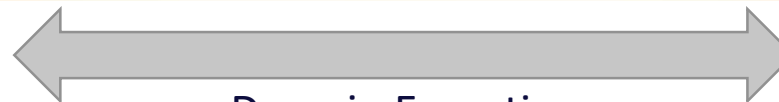
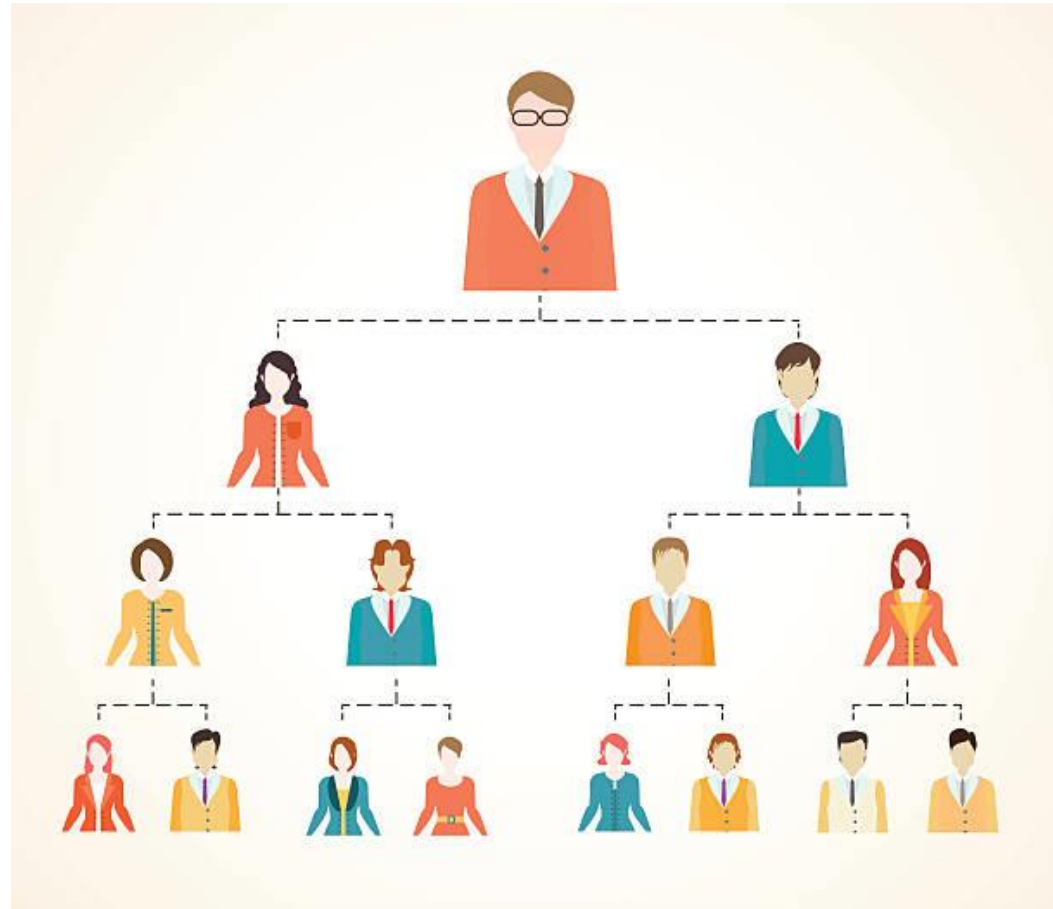
Goals and Incentivized Behaviors

# Org Structure == Lookup Table

Strategy



Tactics

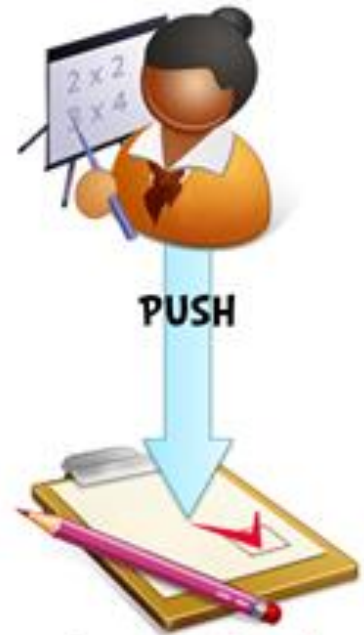
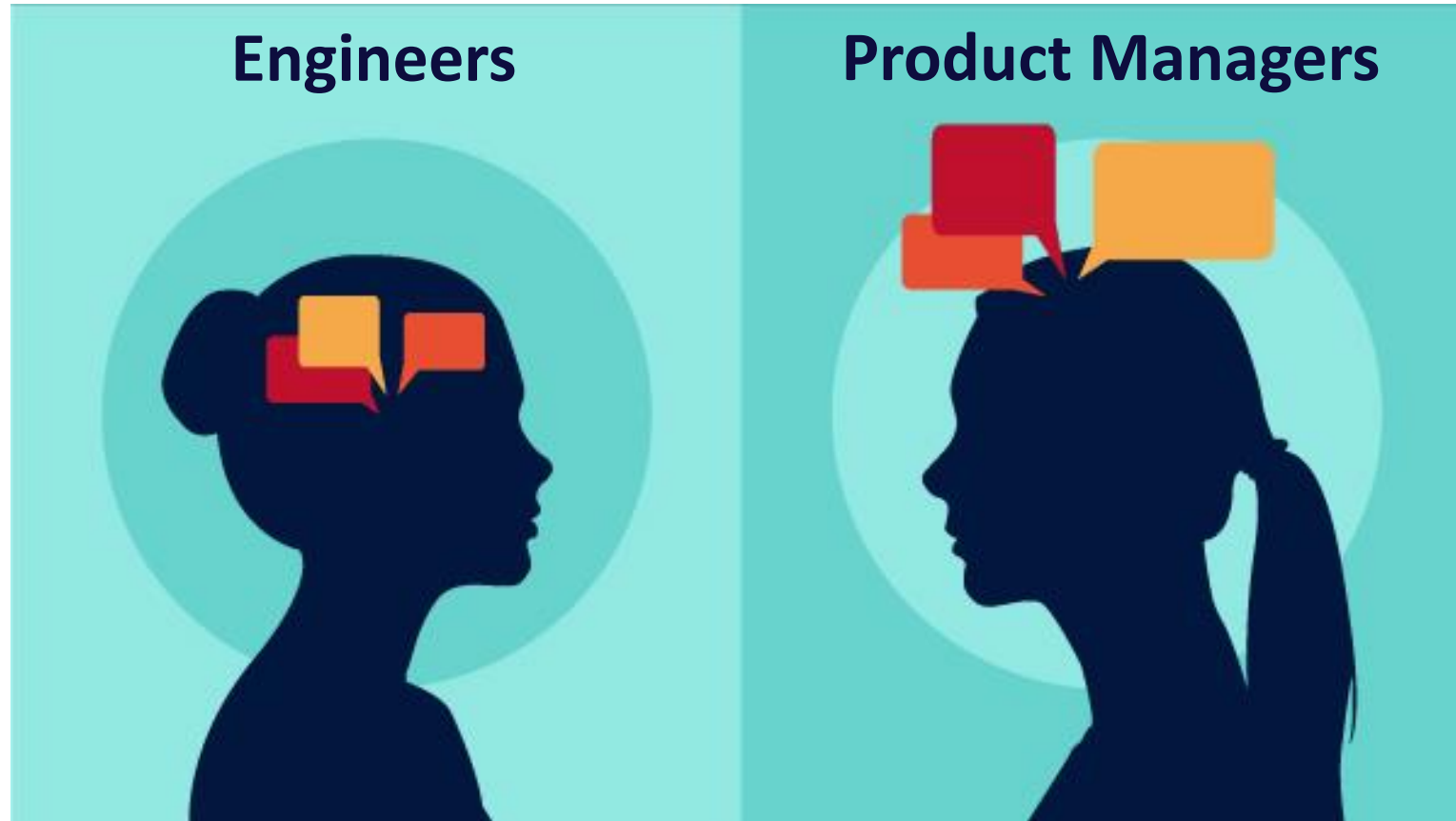


Domain Expertise

# Values == Protocol



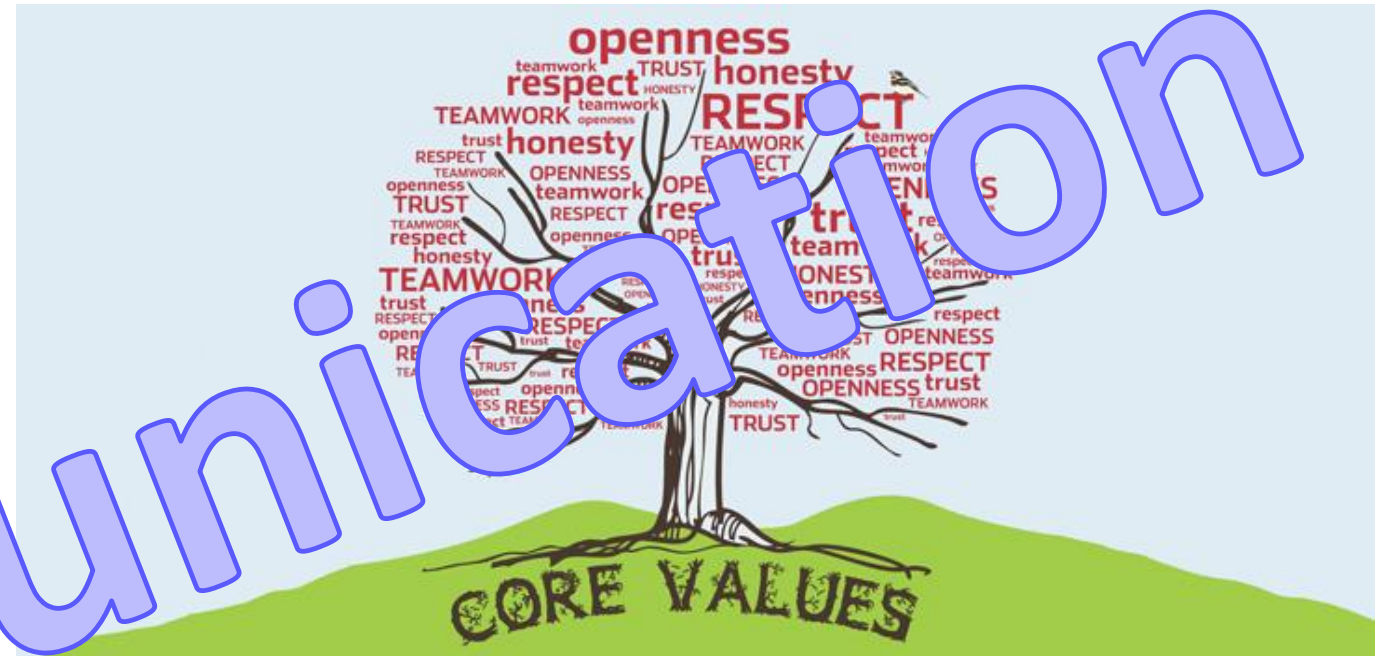
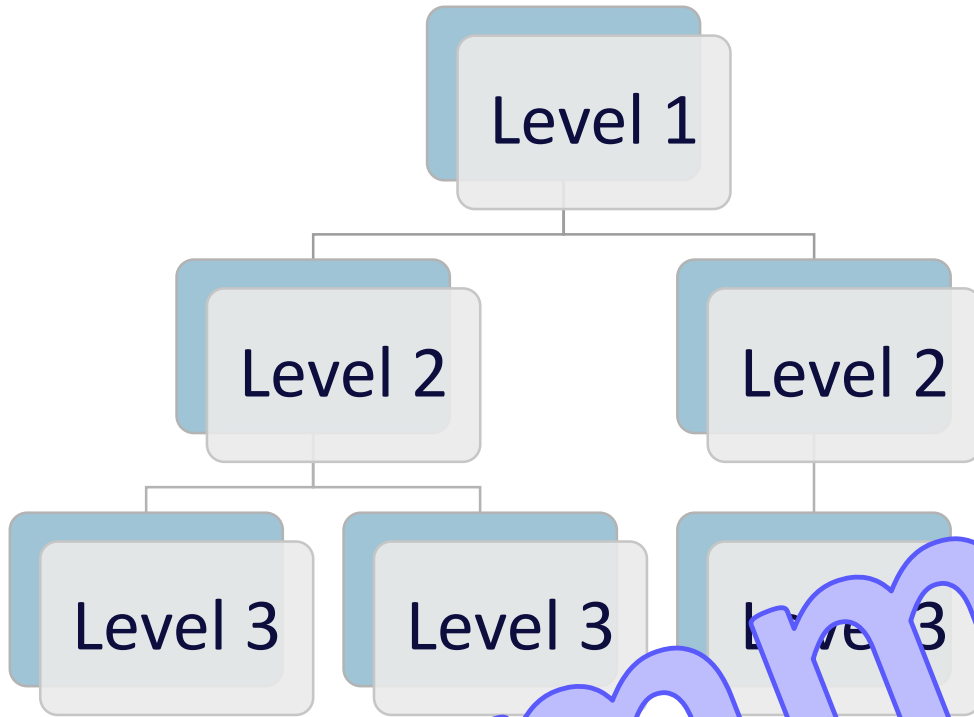
What information do I need to make a decision?



Here is a bunch of information.



# Structures to the Rescue! For now...

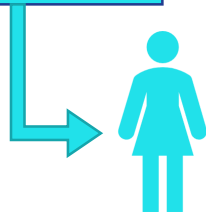


Communication

Goals and Incentivized Behaviors

# Iteration

Individual Performance  
+ Product Performance  
= Bonus



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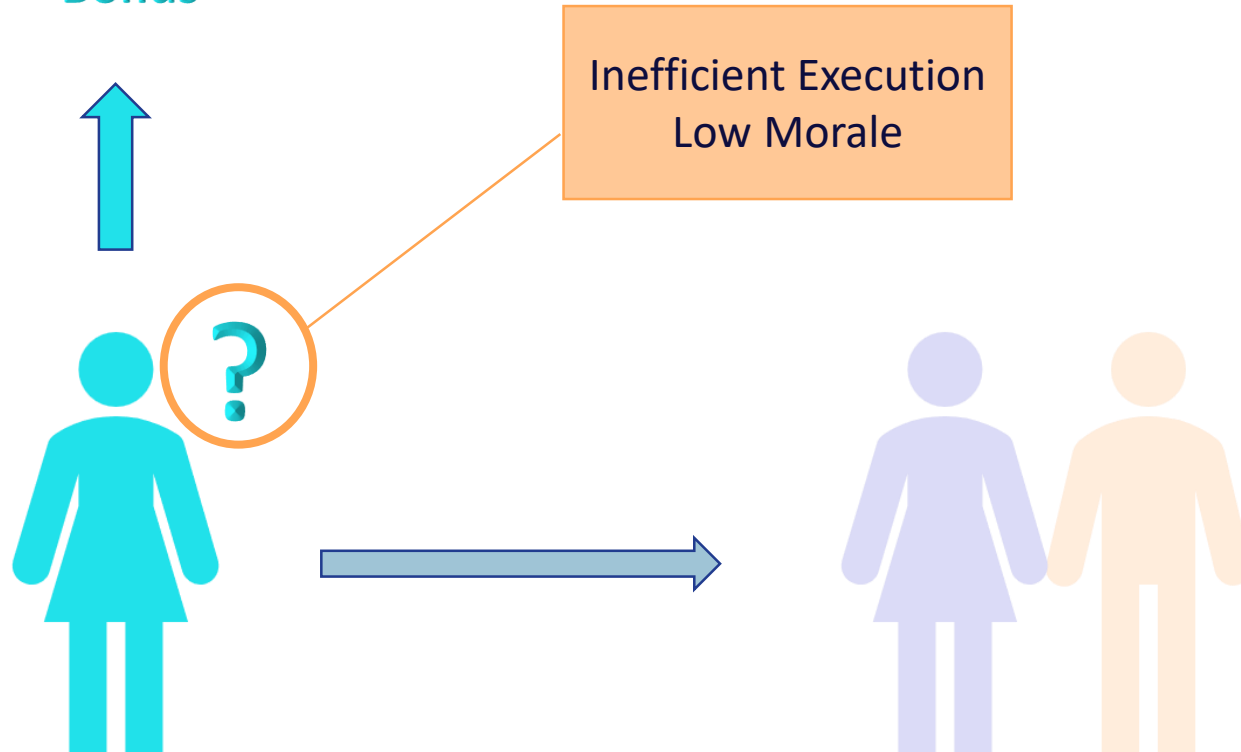


Individual Performance  
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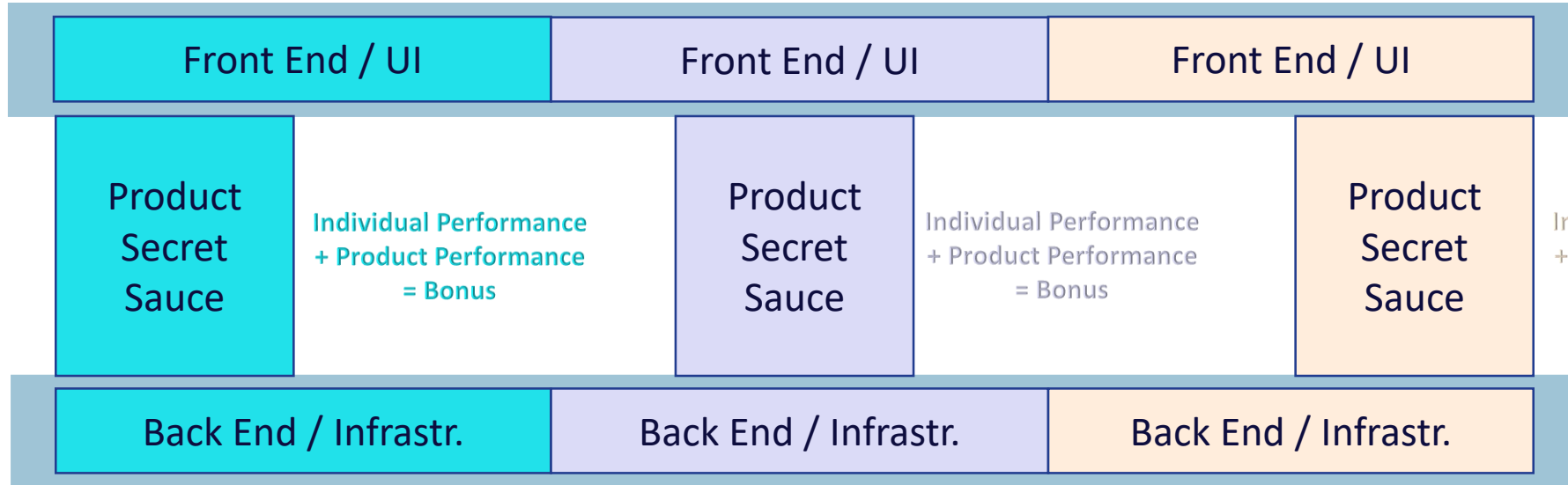
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Individual Performance  
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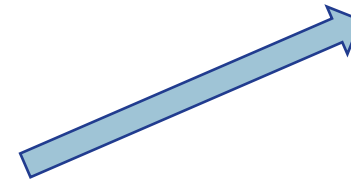
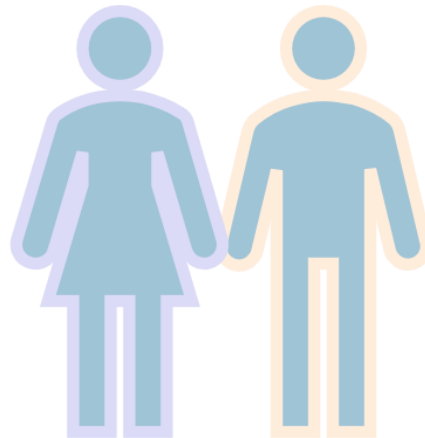
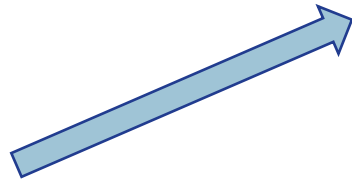
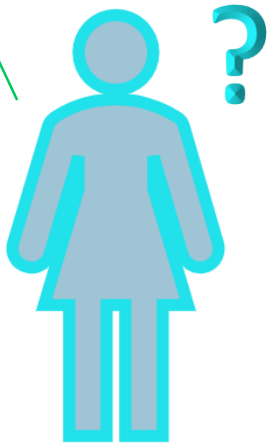
Individual Performance  
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# Iteration

Increased efficiency  
High Morale



Individual Performance  
+ Company Performance  
= Bonus





# Key Takeaways



- Even the greatest players can only go so far on talent and good intentions
- The right structures will enable and empower individuals to uplift the team
- “Structures” go far beyond reporting lines and titles
- Long term success requires evolution and iteration





# BELLEVIEW

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