



TeamDynamics Report for Amazone Exec Team

February 9, 2024

SAMPLE

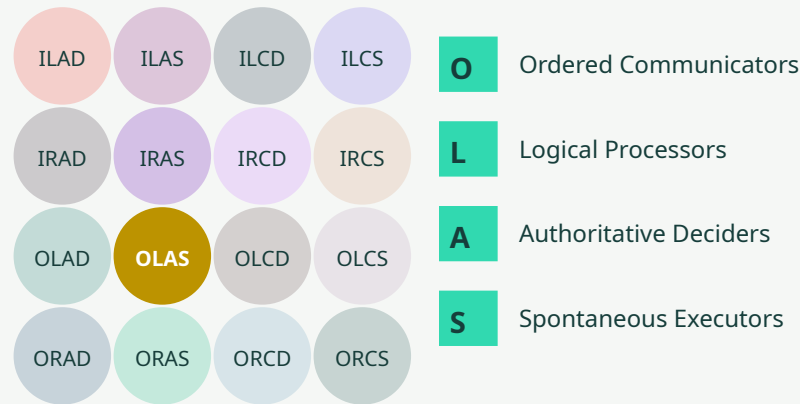


OLAS



Your TeamDynamics

Amazon Exec Team



“ The Fast Movers ”

Ordered
Communicating

Logical
Processing

Authoritative
Deciding

Spontaneous
Executing

“ The Fast Movers ”

OLAS teams are defined by their structured communication, logical thinking, authoritative leadership, and ability to adapt plans quickly. They excel in fast-paced environments where they can quickly make sense of new information and act on it decisively. These teams are at their best in situations that require sharp, immediate responses.

However, OLAS teams can stumble when faced with projects that need a lot of new, creative thinking and detailed coordination over time. Their quick decision-making can lead to premature actions, especially in situations without strong data.

Characteristics of OLAS Teams

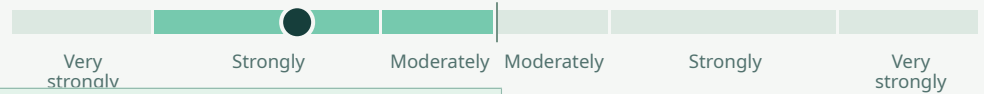
- Maintain a structured way of sharing information, ensuring that everyone understands their roles and responsibilities clearly, streamlining decision-making.
- Decision-making is top-down, with leaders quickly setting the direction and expectations, enabling fast responses to changing conditions.
- Despite their structured approach, OLAS teams are known for their flexibility in execution, ready to adjust plans spontaneously as new information becomes available.

Your TeamDynamics

Amazon Exec Team

Based on 9 completed responses from team members

Communicating: How the team shares information



Ordered

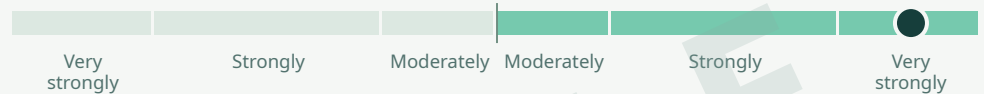
Information is surfaced and shared through defined processes and forums

Informal

Information is surfaced and shared organically

Strongly Ordered

Processing: How the team interprets shared information



Relational

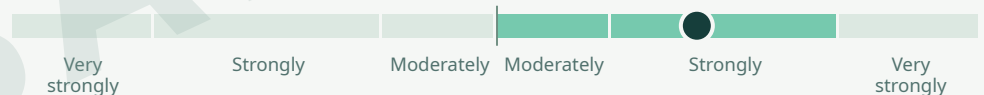
The source of the information matters more than the information itself

Logical

Information is evaluated on its own merits without regard to source

Very strongly Logical

Deciding: How the team arrives at a course of action



Concordant

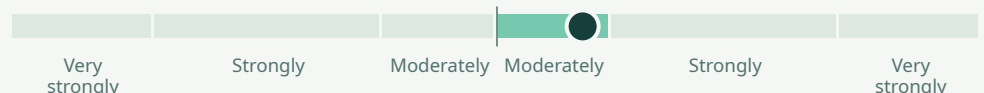
Decision is driven by consensus among team members

Authoritative

Decision is driven by direction from team leaders

Strongly Authoritative

Executing: How the team works towards its objectives



Deliberate

Plans are thorough, carefully followed and regularly updated

Spontaneous

Lightweight plans favor agility and adaptability

Moderately Spontaneous



OLAS



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Where OLAS Teams Excel

- Their ordered communication style ensures that information is shared clearly and efficiently, reducing misunderstandings.
- These teams can quickly process new information and respond immediately. Their ability to pivot without hesitation is a key advantage in high-stress or fast-changing situations.
- OLAS teams avoid the delays that often accompany consensus-building, enabling them to implement new strategies swiftly.

Potential Blind Spots

- The speed at which OLAS teams operate can sometimes result in insufficient analysis or consideration of long-term impacts, leading to decisions that solve immediate issues but create future problems. Their bias to action can also mean that creativity—which isn't always efficient!—is sometimes overlooked.
- Frequent and spontaneous adjustments of plans can undermine consistency and reliability, especially on projects that require long-term development or stability. Rapid changes in direction can also cause whiplash and burnout.
- Because decisions are typically made in a top-down fashion, OLAS teams can alienate team members who feel their opinions are undervalued.

Areas of Growth

- Encourage creativity and innovation. The team is too focused on day-to-day execution to take the time for unstructured brainstorming and creative thinking, unless there is an external forcing function.
- Institute checkpoints or review processes before finalizing decisions to ensure that all aspects of a problem have been considered. This can prevent hasty decisions and promote more sustainable solutions, especially in complex or unfamiliar situations.
- Make sure there is enough investment in feedback, coaching, and career growth for team members, in addition to the focus on day-to-day execution.

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