

Assessing organisational maturity for teamworking

Overall scores translation

Maturity score = 15 or less

Your organisation has little awareness of the crucial role of teamworking to the delivery of safe, effective performance. Your organisation would benefit greatly from the development of processes and practices that recognised and accommodated the organisational demands of teamworking. Implementation of these processes would allow teamworking to emerge in your organisation and lead to a safer, more integrated, more effective workforce. Your organisation is strongly encouraged to consult the Journey Guide to obtain an understanding of the changes that might be needed to bring about teamworking in your organisation.

Maturity score = 16 - 25

Your organisation is aware of the contribution of teamworking to the delivery of safe, effective performance. However, this recognition has yet to be sufficiently prioritised for teamworking to be translated into a comprehensive set of action items. Maybe your organisation has only recently understood the power of teamworking. Or may be it underestimates its importance to safety. Whatever the reason, your organisation would benefit from building on its basic understanding by developing the processes and practices that will allow teamworking to emerge, leading to a safer, more integrated, more effective workforce. Your organisation is encouraged to examine the Journey Guide in order to help develop and prioritise your planning activities.

Maturity score = 26 - 35

Your organisation is committed to its recognition of the importance of teamworking and has put plans in place to implement many of the necessary processes that will be needed to allow teamwork to emerge properly. Your organisation may derive considerable benefit from using the Journey Guide as a comprehensive *aide memoire* for all aspects of teamworking that are known to need organisational support.

Maturity score = 36 - 45

Overall, your organisation is well advanced in its recognition of the crucial contribution of teamworking to the delivery of safe, effective performance. Accordingly, your organisation has developed and implemented many of the processes that are required to allow teamworking to emerge. You may find the Journey Guide a useful source for anything you might have overlooked, as well as a source of ideas for how to move to the final stage of teamworking maturity where you are routinely collecting data to improve the processes that you have already put in place.

Maturity score = 46 - 50

There is little that your organisation can learn about the benefits of teamworking or the means of achieving them. Your organisation is already doing most of what it can do in this area, and has configured itself to learn from its investment. The way you do business in this area could be of great benefit to other companies in the rail industry. In particular, a future issue of the Journey Guide is likely to benefit from your own experience of bringing about teamworking in your organisation.