

# ClientWise Teaming Definitions

*Effective Teamwork is a Shared Commitment  
to Mutually Defined Success*

clientwise™



The background features a complex network diagram with various icons representing people, communication, and data. The Clientwise logo is centered in the middle of the page.

clientwise™

**At ClientWise, we believe that the foundation of effective teamwork lies in a shared commitment to mutually defined success, reflected in everything we create for our clients.** These team definitions are a core part of our philosophy, illustrating the importance of interdependence among team members. We've coined *Total Team Leadership™* to emphasize this unique approach, where leadership and responsibility are shared across the group. This enables each individual's strengths to shine, fostering trust, accountability, and collaboration to achieve the extraordinary.

**Our approach is more than just words; it's a framework designed to elevate your team's functionality and performance immediately and in the future.**

You'll strengthen your team's capability, competence, and collective effectiveness by embracing these definitions. Each of these definitions represents a carefully considered element of what it takes to succeed as a team, and that's why we've crafted a five-part definition of "TEAM." This isn't accidental; every part serves a purpose in building a genuinely interdependent team that can face challenges together with confidence and resilience.



# Team

A true team is a group of people who are fully committed to mutually defined and extraordinary success of the group as a unit and hold themselves mutually accountable for the achievement of that success as well as the methods by which that success is achieved.



# Team Development

Intentionally thinking about and engaging in activities that significantly contribute to increasing a team's ability to function and produce at the highest level both in the immediate present and for the foreseeable future.



# Team Competence

The ability of a team to engage in work together in powerful, effective, and efficient ways that serve the team's and the client's success and to continue growing skills that increase the team's ability to deliver results through individual and collective potential.



# Relational Capability

The ability of a team to work toward achieving common purpose by fully engaging with trust, contribution, and cooperation with one another.



# Problem Solving/ Decision Making Capability

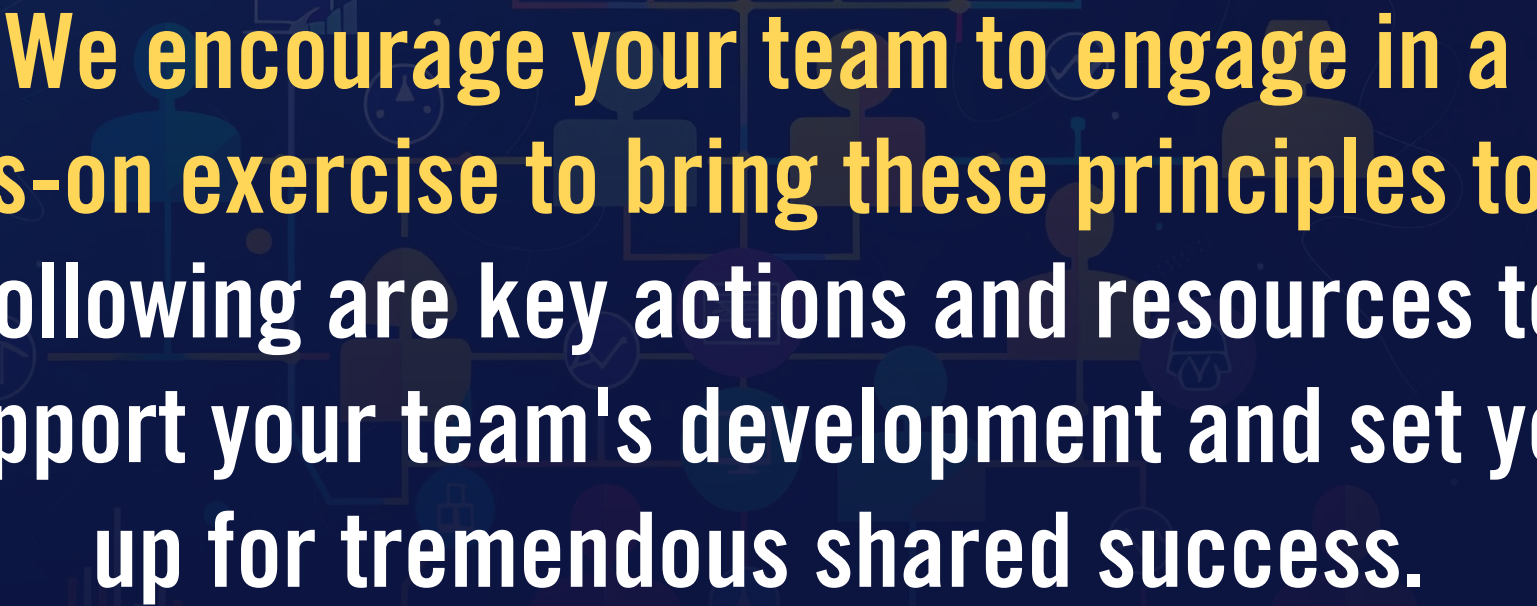
The ability of a team as a group to engage in a defined process that actively seeks and thoroughly explores differing opinions, perspectives, and input to solve significant problems, make decisions, and/or delineate options to the team CEO.



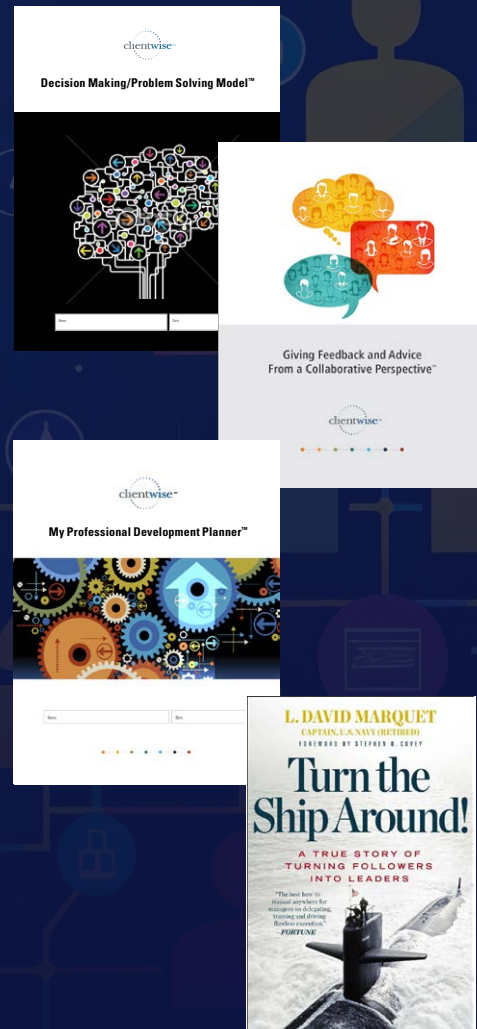
# Total Team Leadership™

ClientWise defines Total Team Leadership™ as a leader and team who engage in the exchange of leadership among themselves in a manner that evokes meaningful contribution from every team member, showcases the strengths of every team member, and advances consistent and effective group decision making.





**We encourage your team to engage in a hands-on exercise to bring these principles to life. Following are key actions and resources to support your team's development and set you up for tremendous shared success.**



## Complete a team exercise reviewing the six TEAM definitions:

- Discuss how they apply to daily work
- Identify growth opportunities

## Download and utilize ClientWise resources:

- Decision Making/Problem Solving Model™ Guidebook
- Giving Feedback and Advice From a Collaborative Perspective™ Guidebook
- My Professional Development Planner™

## Recommended reading: "Turn the Ship Around" by Capt. L. David Marquet

- Focuses on distributed leadership and team empowerment  
a concept at the heart of Total Team Leadership™

## Learn More About ClientWise Services

clientwise™

**Ray Sclafani**

*Founder and CEO*

direct: 914.269.0050

mobile: 914.262.4349

[ray@clientwise.com](mailto:ray@clientwise.com)

 [raysclafani](#)

 [@raysclafani](#)

**Sophia Harbas**

*Director of Coaching Services*

direct: 914.269.0051

mobile: 609.902.1650

[sharbas@clientwise.com](mailto:sharbas@clientwise.com)

 [sophia-harbas](#)

 [@clientwise](#)