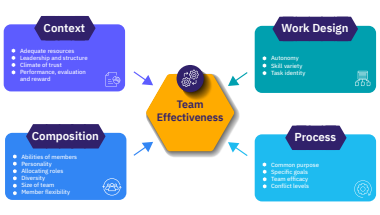
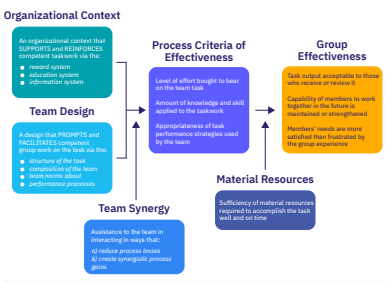
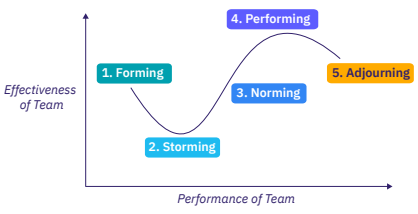
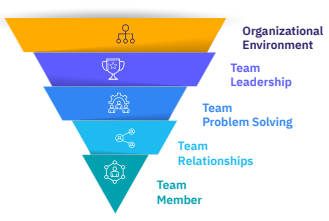
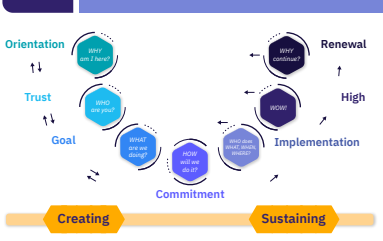
11 TEAM EFFECTIVENESS MODELS IN HR

Model	Model building blocks	Best for
01 GRPI Model This team effectiveness model diagnoses performance by checking whether the team has clear goals, defined roles, workable procedures, and healthy working relationships.	**(Components)** Goals, Roles, Procedures, Interpersonal relationships.	Getting an underperforming team back on track or setting up a new team with clear basics.
02 Hackman Model A team effectiveness model that explains performance through the conditions around a team, like direction, structure, support, and coaching, rather than individual personalities.	**(Conditions)** Real team, Compelling direction, Enabling structure, Supportive context, Expert coaching.	Managers who want to design the setup that helps teams succeed.
03 Robbins and Judge Model  This team effectiveness model evaluates performance through 4 areas: the team's environment, its mix of people, how the work is designed, and how the team operates day to day.	**(Dimensions)** Context, Composition, Work design, Process.	Identifying whether the biggest gap is resources/leadership, team makeup, job design, or team processes.
04 Katzenbach and Smith Model A team effectiveness model that describes how groups develop into real teams and high-performing teams, and what capabilities help them reach that level.	**(Levels + factors)** Working group, Pseudo-team, Potential team, Real team, High-performing team; plus Skills, Accountability, Commitment.	Teams moving from individual work to shared ownership and shared results.
05 T7 Model This team effectiveness model breaks team performance into 5 internal factors and two external factors that need to be in place for a team to succeed.	**(Factors): Internal:** Thrust, Trust, Talent, Teaming skills, Task skills; **External:** Team leader fit, Team support from the organization.	Managers who want to pinpoint what to improve inside the team vs. what needs fixing around the team.
06 Salas, Dickinson, Converse, and Tannenbaum Model  A team effectiveness model that links team outcomes to both organizational context and team design, showing how resources, structure, and teamwork processes shape results.	**(Elements)** Organizational context, Team design, Team synergy, Process effectiveness, Material resources, Group effectiveness.	Assessing already-formed teams where context, design, or resources may be affecting performance.
07 Tuckman Model  This team development model explains how teams typically evolve over time through stages, from early formation to effective performance and eventual wrap-up.	**(Stages)** Forming, Storming, Norming, Performing, Adjourning.	Managers leading new teams, project teams, or teams experiencing change and new membership.
08 Lencioni Model This team effectiveness model identifies 5 common dysfunctions that prevent teams from building trust, making decisions, holding accountability, and achieving results.	**(Dysfunctions)** Absence of trust, Fear of conflict, Lack of commitment, Avoidance of accountability, Inattention to results.	Teams struggling with trust, conflict avoidance, weak commitment, or low accountability.
09 LaFasto and Larson Model  A team effectiveness model that outlines the core elements of effective teamwork, covering member qualities, relationships, problem-solving, leadership, and organizational environment.	**(Elements)** Team member, Team relationships, Team problem solving, Team leadership, Organizational environment.	Improving collaboration and decision-making, especially when teamwork feels inconsistent.
10 Google Model This research-based team effectiveness model describes the key team dynamics that predict strong performance, focusing on how people work together and experience their work.	**(Dynamics)** Psychological safety, Dependability, Structure & clarity, Meaning, Impact.	Teams that want a clear, practical set of levers to improve how they work together.
11 Drexler-Sibbet Team Performance Model  A team performance model that maps 7 stages teams move through to build trust, align on goals, execute effectively, sustain high performance, and renew over time.	**(Stages)** Orientation, Trust building, Goal clarification, Commitment, Implementation, High performance, Renewal.	Teams that want a step-by-step roadmap for building momentum and resolving predictable roadblocks.

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