

## Team Coaching International – Linking TPI’s with KPI’s

#	Team Performance Indicator (exact AL definition)	When this TPI genuinely improves → these corporate KPIs move	Typical executive dashboard / report
1	<b>Alignment</b> – Everyone moving in the same direction with shared purpose and clear team brand	% of company-wide initiatives delivered without cross-team misalignment ↑ Revenue growth from aligned execution ↑	Strategy / OKR dashboard, Board report
2	<b>Goals &amp; Strategies</b> – Clear, motivating goals that propel the mission	% of strategic team goals achieved on time ↑ New revenue or cost savings from mission-driven goals ↑	Quarterly business review, P&L
3	<b>Accountability</b> – People reliably do what they say they will do	% of committed actions/deliverables completed on time ↑ Budget variance caused by missed commitments ↓	PMO report, Finance variance report
4	<b>Proactive</b> – Team initiates change and innovation before being forced	Number of team-originated improvements or ideas adopted company-wide ↑ Cost savings or new revenue from proactive initiatives ↑	Innovation pipeline, OpEx savings report
5	<b>Decision-Making</b> – Decisions are made clearly and quickly	Average decision-to-action cycle time ↓ % of projects hitting milestones on schedule ↑	Cycle-time dashboard, Executive scorecard
6	<b>Resources</b> – Team is resourceful; finds or creates what it needs	% of projects delivered within original budget & headcount ↑ ROI on constrained projects ↑	Resource allocation report, CapEx/Opex review
7	<b>Team Leadership</b> – Leadership emerges from many people, not just the formal leader	% of initiatives or meetings led by non-managers ↑ Internal succession / leadership bench strength ↑	Talent review, Succession planning dashboard
8	<b>Trust</b> – People can be vulnerable and count on each other	eNPS (employee Net Promoter Score) ↑ Regretted attrition rate ↓	People & Culture dashboard, HR analytics

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9	<b>Respect</b> – Mutual respect is visible and consistent	Recognition & appreciation volume per month ↑ Employee engagement / productivity per FTE ↑	Engagement survey correlates, Labor productivity metrics
10	<b>Camaraderie</b> – Genuine enjoyment of being together	Voluntary cross-team or social event participation % ↑ Cross-functional project success rate ↑	Collaboration analytics, Delivery scorecard
11	<b>Communication</b> – Open, direct, timely flow with excellent listening	% of issues resolved without escalation ↑ Meeting-to-action conversion rate ↑	Escalation log, Operational risk report
12	<b>Constructive Interaction</b> – Disagreements surfaced and handled productively	% of conflicts resolved at team level (no exec escalation) ↑ Number of experiments born from healthy debate ↑	HR case volume, Innovation metrics
13	<b>Values Diversity</b> – Different perspectives welcomed and heard (especially fringe voices)	Number of ideas from non-dominant voices incorporated ↑ Innovation / new product contribution from diverse input ↑	DEI dashboard, R&D / patent report
14	<b>Optimism</b> – Prevailing belief that a bright future is possible	% of stretch / ambitious goals achieved ↑ Forecast accuracy or revenue upside from optimistic planning ↑	OKR results, Sales & financial forecast vs actual