

The Aerospace Corporation

Team Map Concept

The Aerospace Corporation is an independent, nonprofit company that provides objective technical analyses and assessments of technologies and systems for national security space programs and selected civil and commercial space programs in the national interest. Aerospace has been a leader in the planning, development, acquisition and operation of space systems for more than 40 years.

The Aerospace Corporation

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The Aerospace Team Map

Teaming is a major focus for The Aerospace Corporation. As a trusted partner to our customers for more than 40 years, Aerospace puts a strong emphasis on team building with mission partners, advisors, and contractors and suppliers. Our Team Map concept is used to reinforce an integrated, systems-based team approach for the complete life cycle of a program or project, ensuring mission success and accomplishment.



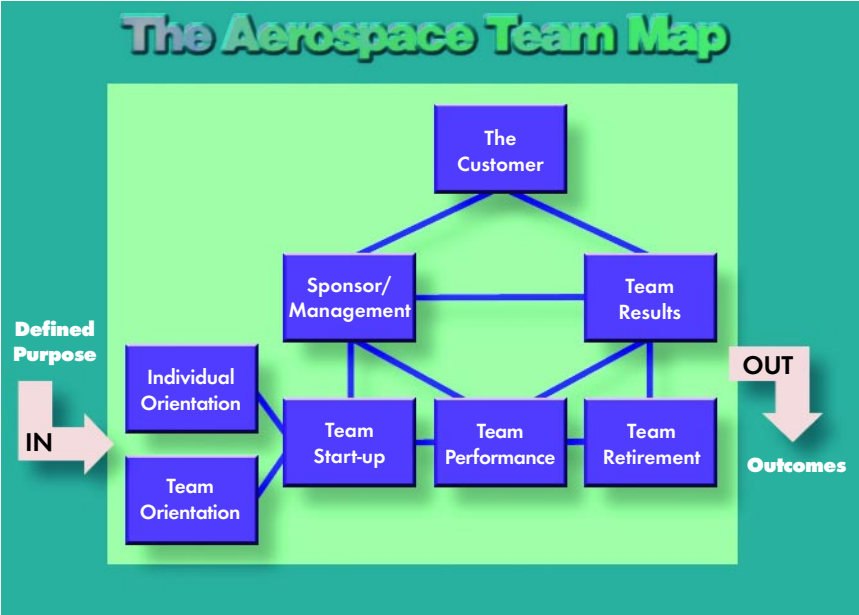
The Aerospace Team Map concept is a mental model that provides a reference for team design, implementation, evaluation, and product effectiveness. The concept, illustrated at right, is a reference for team roles, competencies, inputs, outputs and performance.

Based on "systems thinking," the map provides a complete team life-cycle systems-construct that connects engineers and scientists in a far more powerful way than traditional team-related learning materials.

Each map element is defined by a benchmark of competencies or tasks. An associated guide includes tools, techniques, and checklists to identify effective performance and remedy potential problems within each map element. The Team Map can be aligned temporally to plan, process and assess timely execution. It can be aligned hierarchically to define organizational relationships. Other aspects of the map include information flow, communication effectiveness, and team diagnostics.

Learn More—Build A Better Team

The technical education organization within The Aerospace Corporation, The Aerospace Institute provides education for technical teams and for individuals working on teams or in management or leadership positions. Find out more about the technical and team-building courses we provide to our employees and customers by visiting the Institute's Web site at <http://www.aero.org/education>.



- Define Purpose** The team objectives agreed to by the customer, manager, team and individual.
- Outcomes** Analyze, determine the impact, plan and recommend.
- Individual Orientation** How a person applies his or her individual capability. Orientation also includes self-assessment.
- Team Orientation** How team members collectively apply capabilities. Allocation of responsibilities.
- Sponsor/Management** The person who builds, advocates and manages the team while responding to the customer.
- Team Start-up** The initial phase of the team life cycle. Includes developing the team charter and work plan, identifying the work and decision processes, and leveling terms, assumptions, and resources.
- The Customer** The effort or product requester. Responsible for defining the purpose of overall management.
- Team Performance** What the team does and how well it operates within the process (for example architecting, systems engineering or acquisition management).
- Team Results** The team's output product.
- Team Retirement** Recognition of achievement, archiving of information, and determination of lessons learned.