

Project Team Charter

Preamble

As the Project Team for the _____ Project values cooperative teamwork as a key enabler to project success, I, _____, agree to become a member of the this team, taking on the role of _____ and do hereby commit to the principles of teamwork listed in the clauses of this Charter below.

Clause #1: I commit to the team.

1. Whether I was assigned to this team or volunteered, I explicitly commit myself to the team.
2. I recognize that I can achieve my own personal goals by ensuring the team's success.
3. I gain from the power of individuals working together & cannot succeed ethically if the team fails.

Clause #2: My contribution is value, speed, and passion.

1. Our obligation is to complete our project as quickly and as inexpensively as practicable, without inadvertent reduction in expected customer value.
2. I define the value of my work in terms of its outcomes satisfies this customer's needs.

Clause #3: I will embrace and nurture the dream.

1. Our team must have a mutually compatible and shared idea of its end goal, which is our "shared vision of success".
2. I undertake the non-trivial effort to help establish, protect, and nurture this shared vision that is actionable and tangible, and to continuously validate their understanding with mine.
3. I will help set the team up for success to put the team literally "on the same page".

Clause #4: I am not a job title, a deliverable, or a process.

1. My title or departmentally mandated deliverables do not dictate how I contribute to the team.
2. At all times I will be ready and flexible to support the team in different roles as the need may arise.

Clause #5: I embrace a cult of accountability.

1. I will fulfil my accountabilities in conjunction with my teammates.
2. I will proactively help to identify deliverables that have no owner.
3. I will be flexible in terms of what I might be asked to hand off or take on as situations change.

Clause #6: I will leave footprints.

1. Our team must create a persistent record of project outcomes that includes project reports, decisions, and deliverables.
2. I will perform this necessary work as accurately and efficiently as possible.

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Clause #7: When beneficial, I will respectfully and appropriately disrupt.

1. I will surface and help resolve disagreements within the team about a situation, direction, decision or outcome as rapidly as possible
2. I will do so a constructive and respectful way that creates lasting harmony.

Clause #8: I will undermine bureaucracy when I can, and cooperate when I have to.

1. If a process does not add value, I will eliminate if I can and perform it without complaint if I can't.
2. I will work to ensure that such processes don't interfere with the execution of my teammates' tasks.

Clause #9: I will strive to be awesome.

1. I will strive to infuse a sense of "awesomeness" into every aspect of my team's work and to help my teammates to be awesome
2. Awesome means achieving the highest possible quality within project constraints.

Clause #10: I will build and reinforce the team as personnel changes.

1. As a member of a team that is valuable I have a moral obligation to keep the team healthy and to maintain its value over time.
2. When we make changes to the team's membership, I will actively participate in discussing the role or "position" within the team, reviewing resumes, or and engaging in interviews and orientation.

Clause #11: I will support every effort to improve the team's environment.

1. I recognize that the team's working environment has a significant impact on the awesomeness of team performance.
2. I will surface environmental concerns in a solution-oriented way and will not "suffer in silence."

Signed: _____

Date: _____

Witness: _____

Date: _____

Project Name: _____