



# Table for functional team characterization and of its R5 responsibilities

DEVELOPMENT : INNOVATION DYNAMIC					
	color code	R5	Team responsibility	The team is accountable for:	The team must demonstrate :
INNOVATION	1	Creation	Invent, imagine new solutions from scratch	proposals for new approaches without prejudging their feasibility	imagination, inventiveness, creativity; appetite for disruption
	2	Exploration	Explore current situation, experiment, transform	an innovation proposal based on the transformation of an existing one or the analysis of the feasibility of a new idea through experimentation	curiosity, a taste for the unknown, an appetite for experimentation and a certain rigor
CHANGE	3	Anticipation	Anticipate, open new ways, project	impact analysis (human, organizational, economic, awareness) of projects under development	anticipation, projection, and 360° knowledge of the company
	4	Challenge	Manage barriers, difficulties or challenges, negotiate, bring down the resistances	implementation of new projects or contracts within the given constraints	an appetite for challenge, adversity, negotiation or even the art of convincing



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PRODUCTION : CONSTRUCTION DYNAMIC					
	color code	R5	Team responsibility	The team is accountable for:	The team must demonstrate :
REALIZATION	N1	Formalization	Shape, design, detail an action plan	Production of directly achievable action plans	pragmatism, a strong appetite for standardization, and conceptualization
	N2	Execution	Execute and produce	Optimum quality execution within a hardly negotiable framework of efficiency, the realisation, execution and implementation of projects	pragmatism, an appetite for work well done, consistency and involvement
ENRICHMENT	N3	Finalization	Finalize, develop, optimize	the optimum quality of production or the identification of areas for improvement of the execution work	an appetite for work well done, rigour and attention to detail
	N4	Relaying	Train, transmit and identify key know-how	the enrichment of the organization by the relevance of the transmitted elements	an appetite for the transmission and enrichment of people and organization



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INTELLIGENCE : FEEDBACK DYNAMIC					
	color code	R5	Team responsibility	The team is accountable for:	The team must demonstrate :
SUPPORT	1	Advice	Analyze, verify, provide feedback	highlighting experiences as a factor for progress	listening, curiosity and the ability to dialogue
	2	Coaching	Support performance, advance individuals and teams	performance and progress of individuals or teams in relation to the responsibilities assigned	a significant ability to step back, an appetite for progress and for the bottom line
REFERENCE	3	Evaluation	Advise or share experience in an innovation phase	the production of the feedback required for decision-making by senior management	critical analysis, attention to detail, and the ability to identify areas for improvement or abandonment
	4	Expertise	Develop expertise to innovate	the ability to provide a referral service to other actors in the organisation	an appetite for knowledge accumulation and sharing



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PILOTING :ADAPTATION DYNAMIC					
	color code	R5	Team responsibility	The team is accountable for:	The team must demonstrate :
MANAGEMENT	1	Structuring	Provide vision and develop strategies and tactics	the conduct and management of projects or teams in accordance with efficiency criteria	overall vision, operational leadership, good project or organizational management capabilities
	2	Management	Designer, Structurer, organize the project	proposals for strategies or tactics in relation to a given context	discernment, synthesis, tactical sense and adaptability
PROJECTION	3	Decision	Arbitrate, decide, settle	decision-making and associated responsibility-taking	elevated, discerning, risk-conscious decision-making
	4	Strategy	Manage the project as a whole	organization proposals on a realistic and efficient basis	an appetite for organization and structuring as well as efficiency



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## RÉGULATIONS ET LIENS: LINK DYNAMIC

	color code	R5	Team responsibility	The team is accountable for:	The team must demonstrate :
FACILITATION	1	Médiation	Generating new ideas, nurturing reflection	enrichment of the organization through harmony and balance between individuals and processes	a strong appetite for mediation and cohesion between individuals and processes
	2	Coordination	Identify and circulate information, link people or teams	the enrichment of the organisation by streamlining its actions	a 360° view of the issues encountered, and an ability to manage priorities
LINKS	3	Connexion	Coordinate, dispatch, delegate	the quality of the links established and maintained by establishing and/or communicating	an appetite for people, coupled with an excellent vision of the organization's mechanics and its environment
	4	Réflexion	Bring cohesion, weight, establish a win/win balance between the parties	enrichment of the organization with new ideas or its ability to generate new ideas	a taste for the abstract and an appetite for reflection