

Establish or reset a team's working norms, roles, decision rights, and speaking-up practices before the work accelerates.

Team Purpose

Roles and Decision Rights

One line per role: role, name, what they own, what they decide.

Working Norms

Meeting cadence, decision recording, evidence reviews.

Communication Plan

Channels, digests, where decisions are archived.

Escalation Signals

The specific thresholds that turn status red.

Norms That Protect Candor

How bad news is surfaced and received; the agreed right to fail.

Definition of Done

The numeric conditions that close this phase.