

Team and Organizational Performance

Measuring tasks, skills, and team behaviors to bring the full picture to light

Aptima's **Team and Organizational Performance** (TOP) capability uses leading-edge performance measurement techniques to provide a complete understanding of team performance organization-wide—from individual tasks and skills, to team-based behaviors such as communications.

From military operations to hospital ICUs, teamwork is as important as task work. To provide visibility into complex, networked environments, TOP's sensors and algorithms tap into the data that flow through organizations to assess a variety of human and electronic behaviors and interactions. These real-time assessments help users, leaders, and instructors put their finger on the organization's pulse, pinpointing areas of need to manage more effective team performance.

Addressing Today's Challenges

Much as physicians use X-rays to diagnose unseen conditions, TOP's feedback and visualization tools illuminate the often murky, hidden behaviors that define teaming, such as communications, coordination, cohesion, and leadership.

And as organizations integrate AI alongside its workers to solve complex challenges, TOP can measure and assess how the co-evolving behaviors of humans and AI impact organizational performance.

Real-time Interaction Data

By unobtrusively collecting a variety of data from face-to-face interactions, email, chat, and other activities, TOP provides instructors a 360-degree, real-time view of teamwork during training and operational events. These measures reflect teaming components such as communications, collaboration, cohesion, and conflict.

Improved SA and Information Flow

Measuring the shared situation awareness amongst Intel analysts is a challenge, yet TOP can assess the team behaviors, event awareness, and information processing as individuals train. This detailed feedback, shared by instructors with trainees, helps improve in-team and cross-team information flow and overall mission performance.

Teamwork Training

While most training focuses on individual skills and tasks, TOP extends this to understand what team skills are needed in a variety of environments. It creates meaningful measures that provide insight on increasingly important elements such as collaboration.

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