CSCI 5100 | Reference slides | 230112

First principles

1 Make it for the receiver

2 Get attention | Keep attention | Earn attention

3 See the silent noise

THE BIG IDEA

Your output is someone else's input

The NASA Team Model

FOLLOWERSHIP

LEADERSHIP

Speaking up

Finalizing the direction

Offering a solution

Helping team members

Contributing to the common direction

The Google Model

WHAT MAKES A TEAM SUCCESSFUL?

- Same place?
- Know each othe?
- Don't know ch other?
- Same experience level?
- Different experience evel?

The Google Model



Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

Everyone having their say

Everyone feeling comfortable having their say

Individual members feeling they've been heard

The Google Model

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.



- 1 Absence of trust
- 2 Fear of conflict
- 3 Lack of commitment
- 4 Avoidance of accountability
- 5 Inattention to results

The Lencioni Model

NEW YORK TIMES BEST-SELLER

The FIVE DYSFUNCTIONS of a TEAM

A LEADERSHIP FABLE



PATRICK LENCIONI

AUTHOR OF THE NATIONAL BEST-SELLER THE ADVANTAGE

Creating opportunity for group success

Talking about other than tasks

Having regular check-ins

Knowing each other's strengths/preferences

Knowing areas where each is less comfortable

Having a common goal

THE BIG IDEA

A workgroup transforms into a high-performing team when everyone feels safe to trust each other.