

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

Speaking up

Offering a solution

Contributing to the common direction

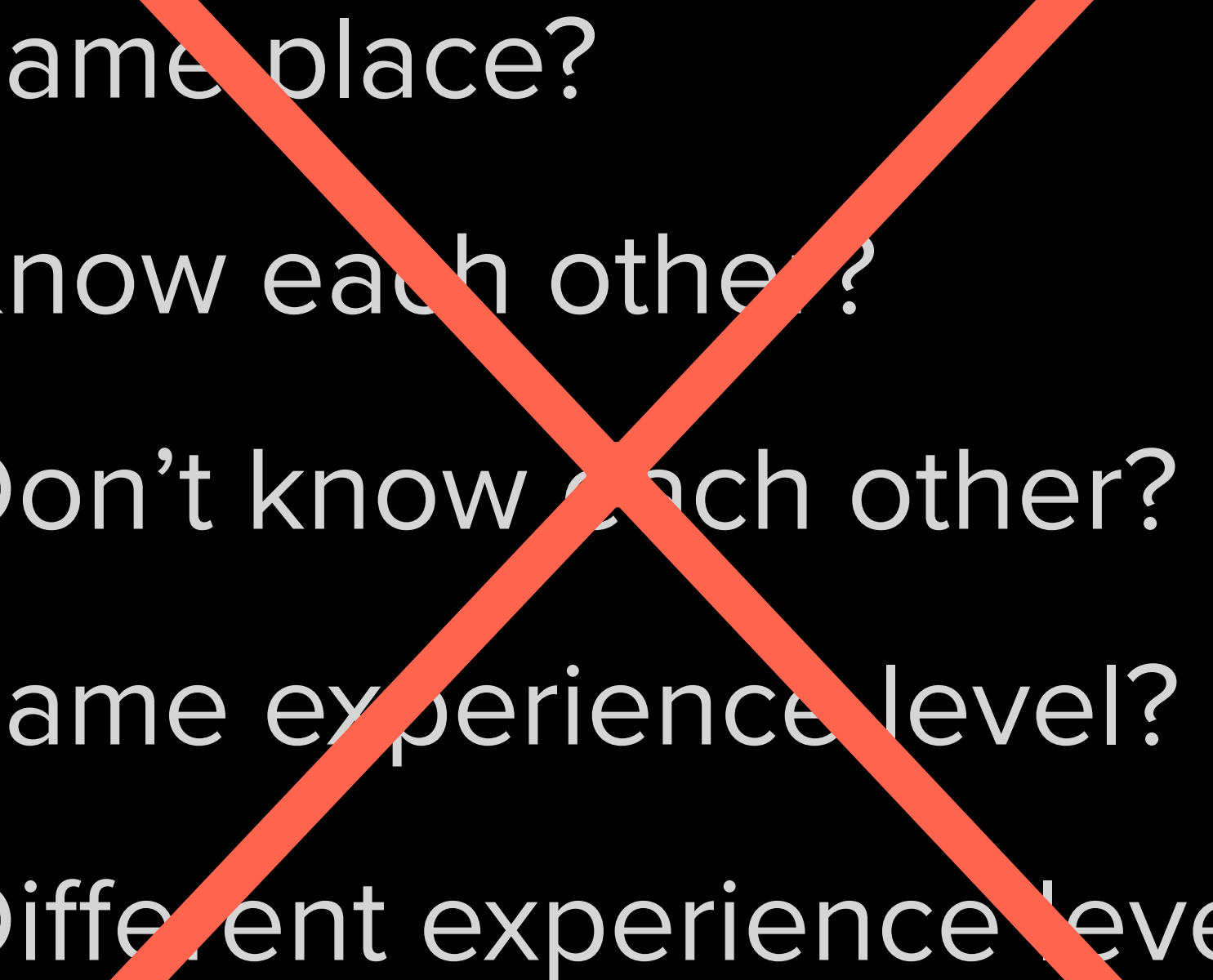
LEADERSHIP

Finalizing the direction

Helping team members

The Google Model

WHAT MAKES A TEAM SUCCESSFUL?

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

The Google Model

1

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**

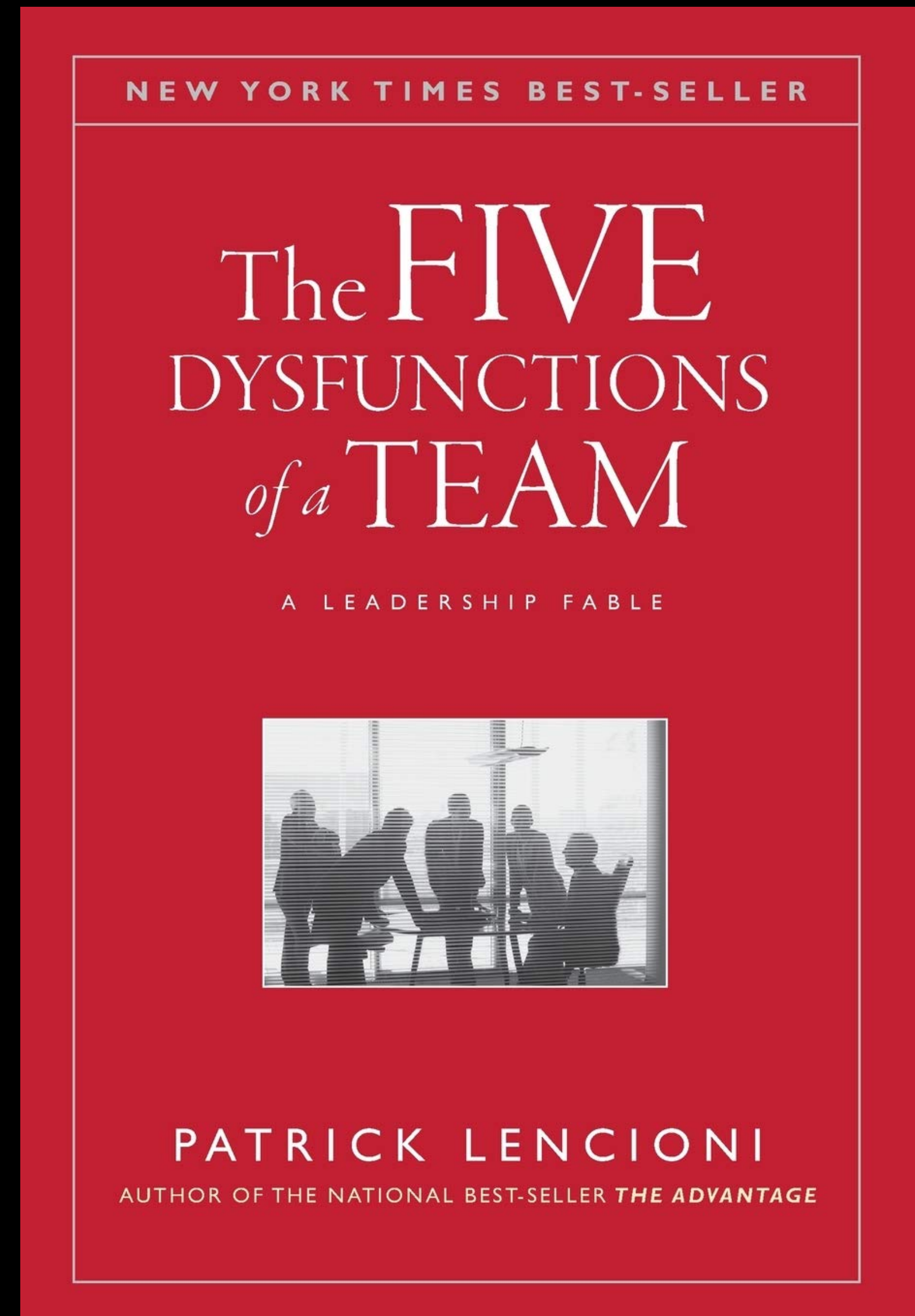
**Individual members feeling
they've been heard**

The Google Model



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

The Lencioni Model



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.