



Teamwork

Why aren't we good at team work?

What is the difference between groupwork & teamwork?

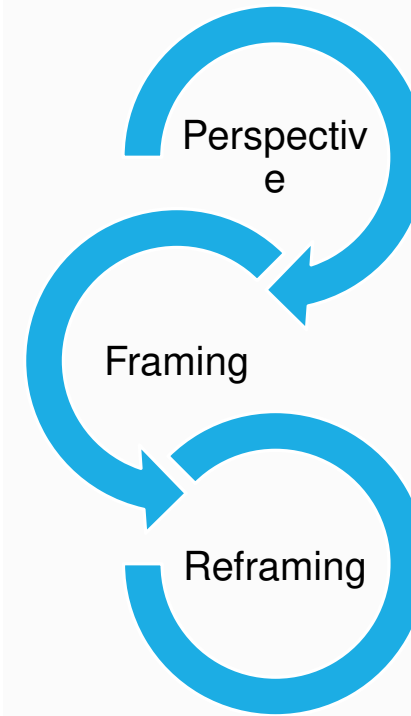
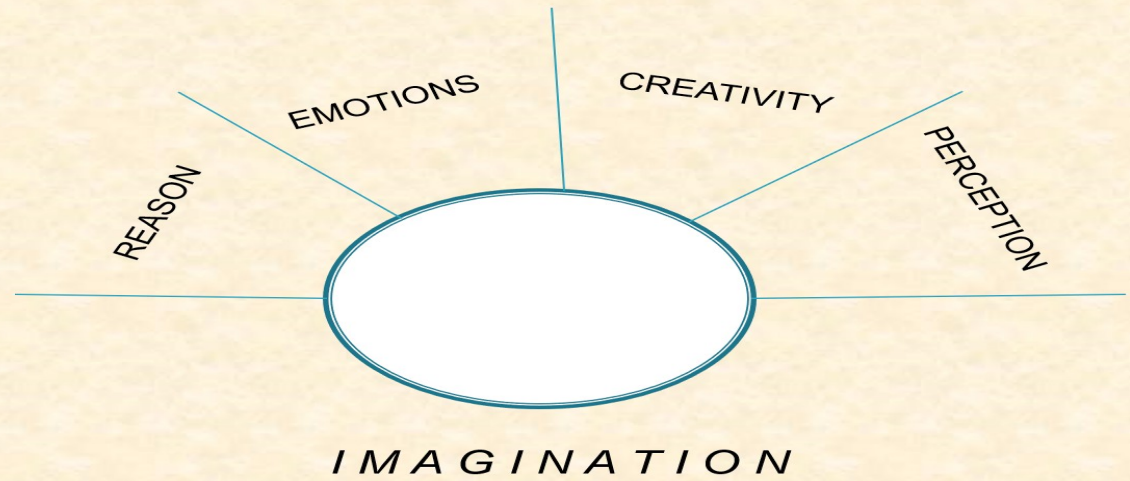
Why do we need a team?

What is the thread that holds a team together?

Team Disablers of Cultures

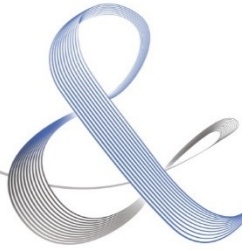


Objectivity



A BOOK FROM SIMON SINEK'S OPTIMISM PRESS

PARTNERING



FORGE THE DEEP CONNECTIONS
THAT MAKE GREAT THINGS HAPPEN

JEAN OELWANG

First Degree: Something Bigger

Second Degree: All-In

Third Degree: The Ecosystem

Fourth Degree: Magnetic Moments

Fifth Degree: Celebrate Friction

Sixth Degree: Collective Connections

COLLECTIVE CONNECTIONS



SOMETHING BIGGER



THE
ECOSYSTEM

Enduring
Trust

Compassionate
Empathy

Unshakable
Respect

ALL IN

Nurturing
Generosity

United
Belief

Shared
Humility

Magnetic
Moments



Celebrate
Friction



SIX DEGREES OF CONNECTION™ FRAMEWORK FOR DEEP CONNECTIONS

All-In Ecosystem

- Working for an Entity
- Value Proposal
- Who are we working for?

All-In Ecosystem

- Why do we blame others?
- Who's fault is it?
- Accountability & Maturity

Blame Game

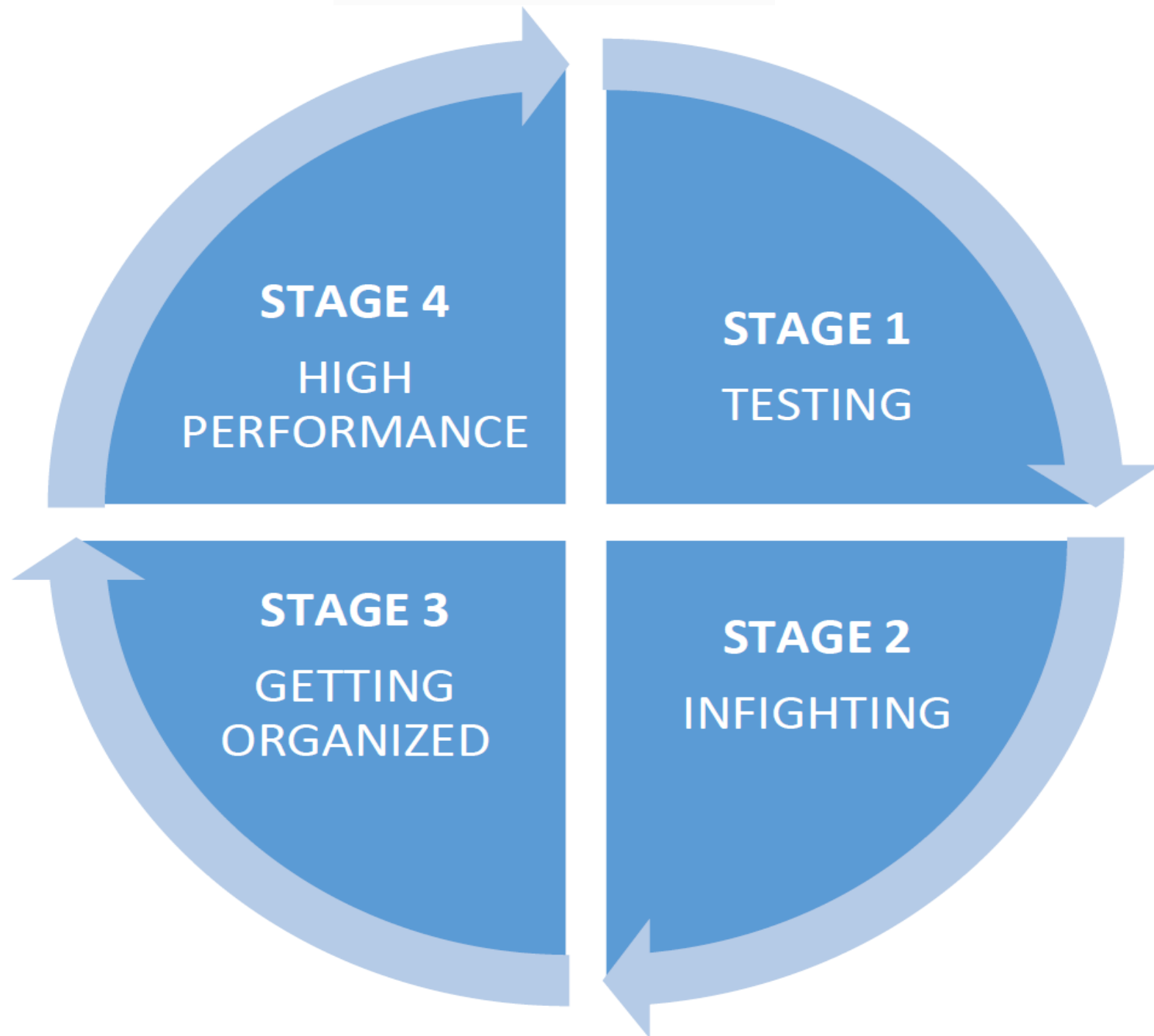


Maturity

Chris Argyris Theory of Immaturity-Maturity personality

According to this theory Chris Argyris has identified specific dimensions of the human personality as it develops.

Immaturity dimensions	Maturity Dimensions
Passivity	Activity
Dependence	Independence
Few ways of Behaving	Diverse behaviour
Shallow interest	Deep interest
Short time perspective	Long term perspective
Subordinate position	Super ordinate position
Lack of self awareness	Self-awareness and control





<p>4-HIGH PERFORMANCE</p> <ol style="list-style-type: none">1. Clear team goals2. Right players in place3. Clear roles/responsibilities4. Commitment to winning for the business over self-interest5. Agreed-upon protocols for decision making and conflict resolution6. Sense of ownership/accountability for business results7. Comfort dealing with conflicts8. Periodic self-assessment	<p>1-TESTING</p> <ol style="list-style-type: none">1. Air is thick2. Team members maintain a façade3. Fear of confronting issues/individuals4. Denial of conflict5. Team members wary of one another
<p>3-GETTING ORGANIZED</p> <ol style="list-style-type: none">1. Clarifying roles/goals2. Developing skills3. Establishing procedures4. Giving feedback5. Confronting issues, not people	<p>2-INFIGHTING</p> <ol style="list-style-type: none">1. Personalization of issues2. Members feel attacked, frustrated3. Finger-pointing4. Tension5. Control issues

The FIVE DYSFUNCTIONS *of a* TEAM

A LEADERSHIP FABLE



PATRICK LENCIONI

AUTHOR OF THE NATIONAL BEST-SELLER *THE ADVANTAGE*



Thank you

QUESTIONS?

Conflict

