

Flawless Team Building

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What's the difference between Groups and Teams?

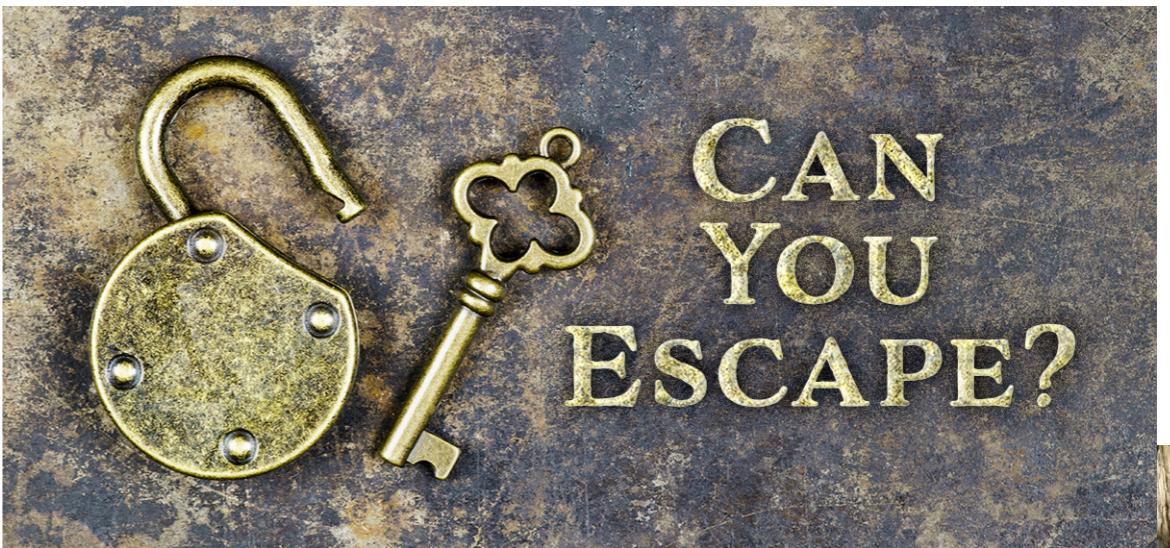


Independent

- Goals
- Responsibility
- Success or failure

Interdependent

What causes a group to form into a team?

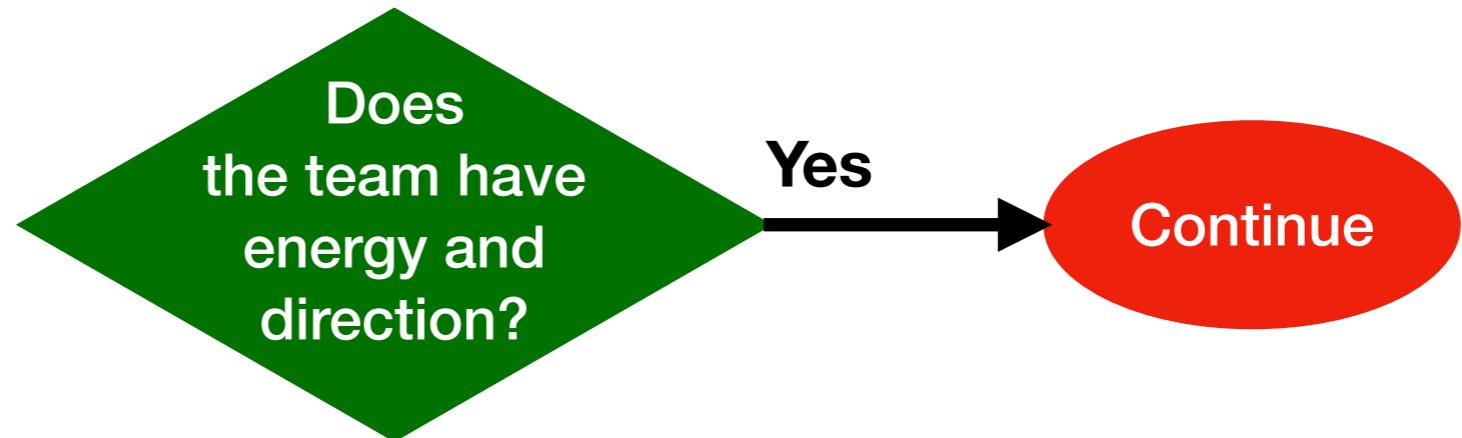


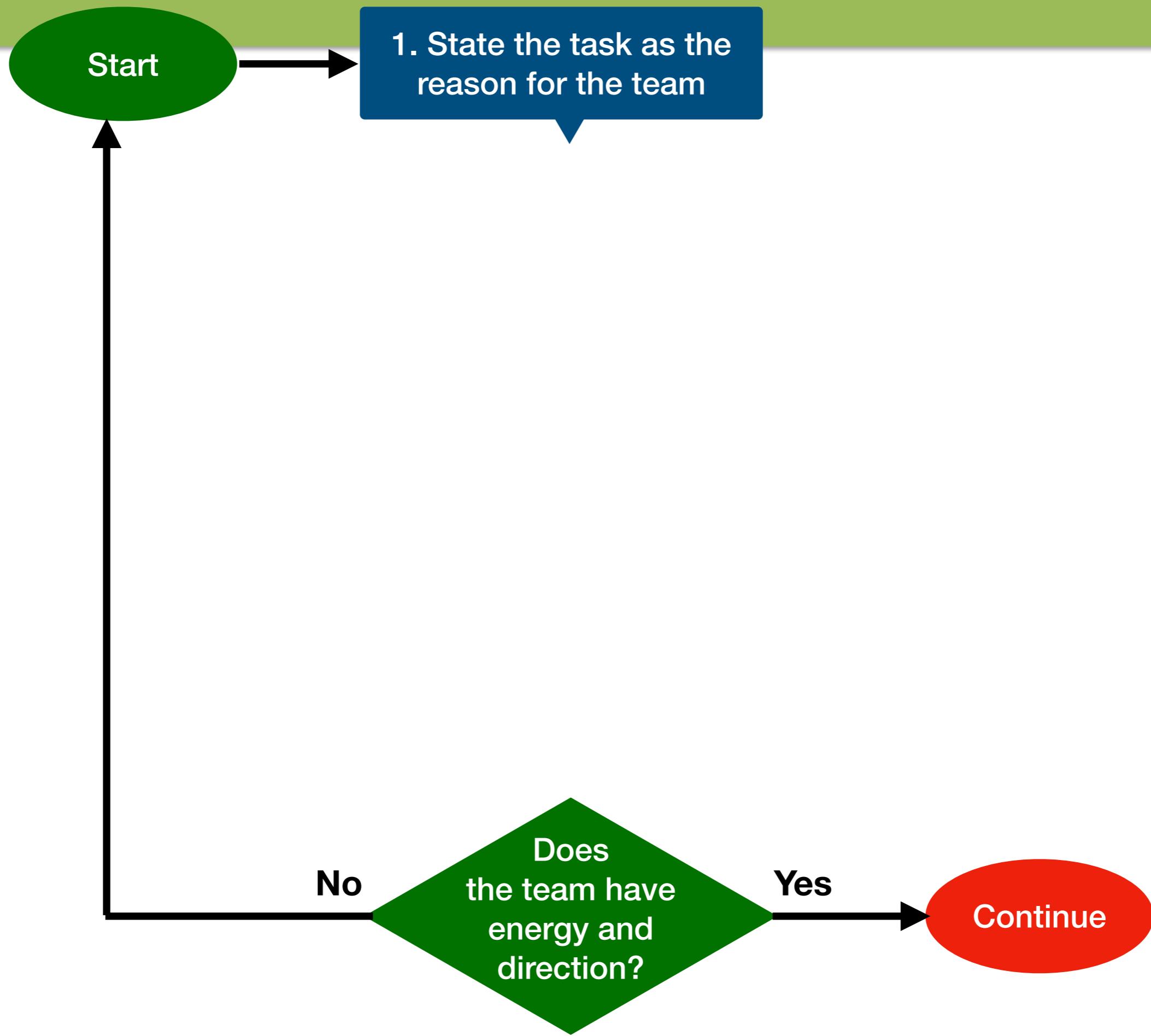


Step 0

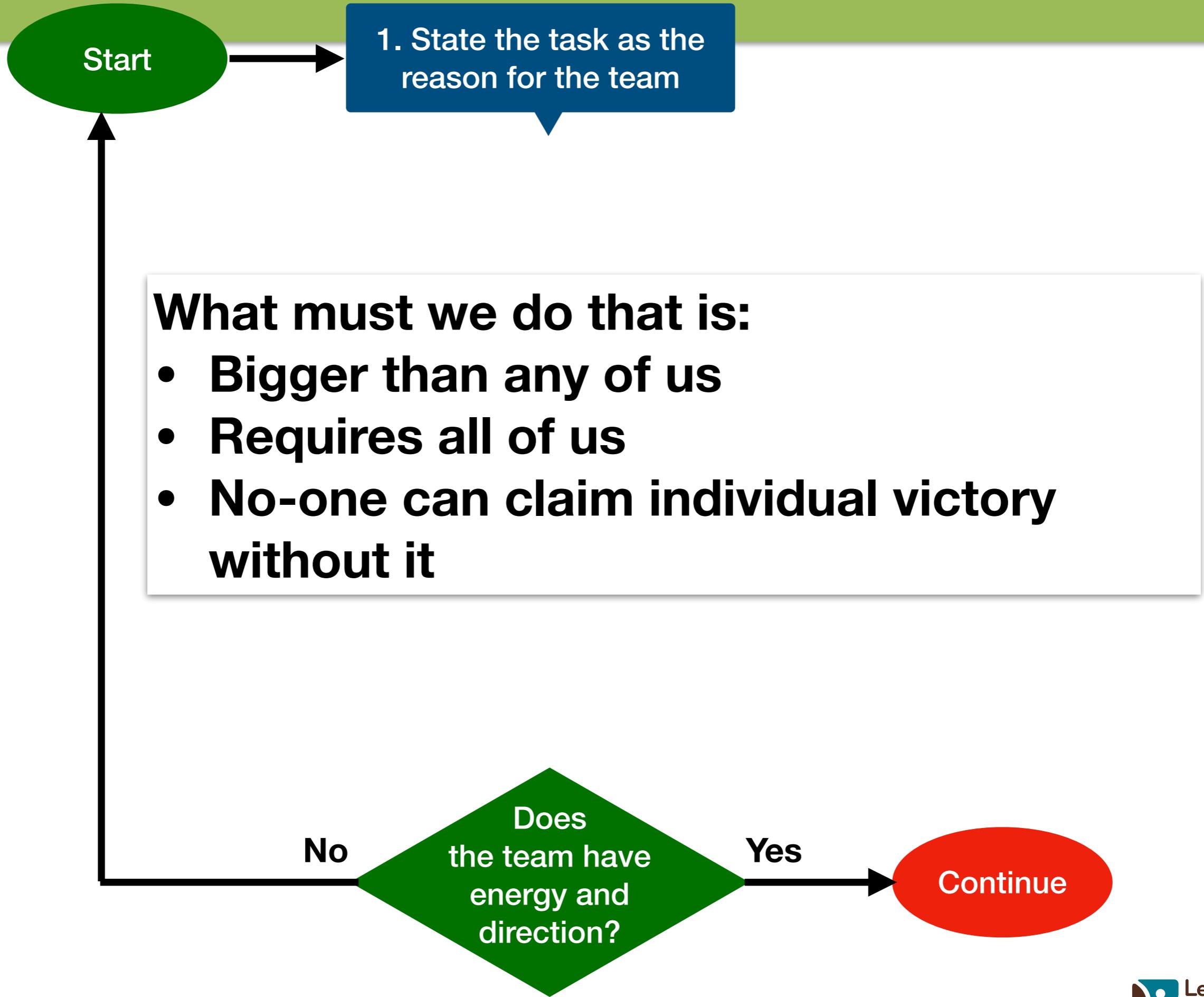
1. Believe you deserve to be on a great team.
2. Be worthy of it.
3. Demand it.
4. Take 100% Responsibility for it.

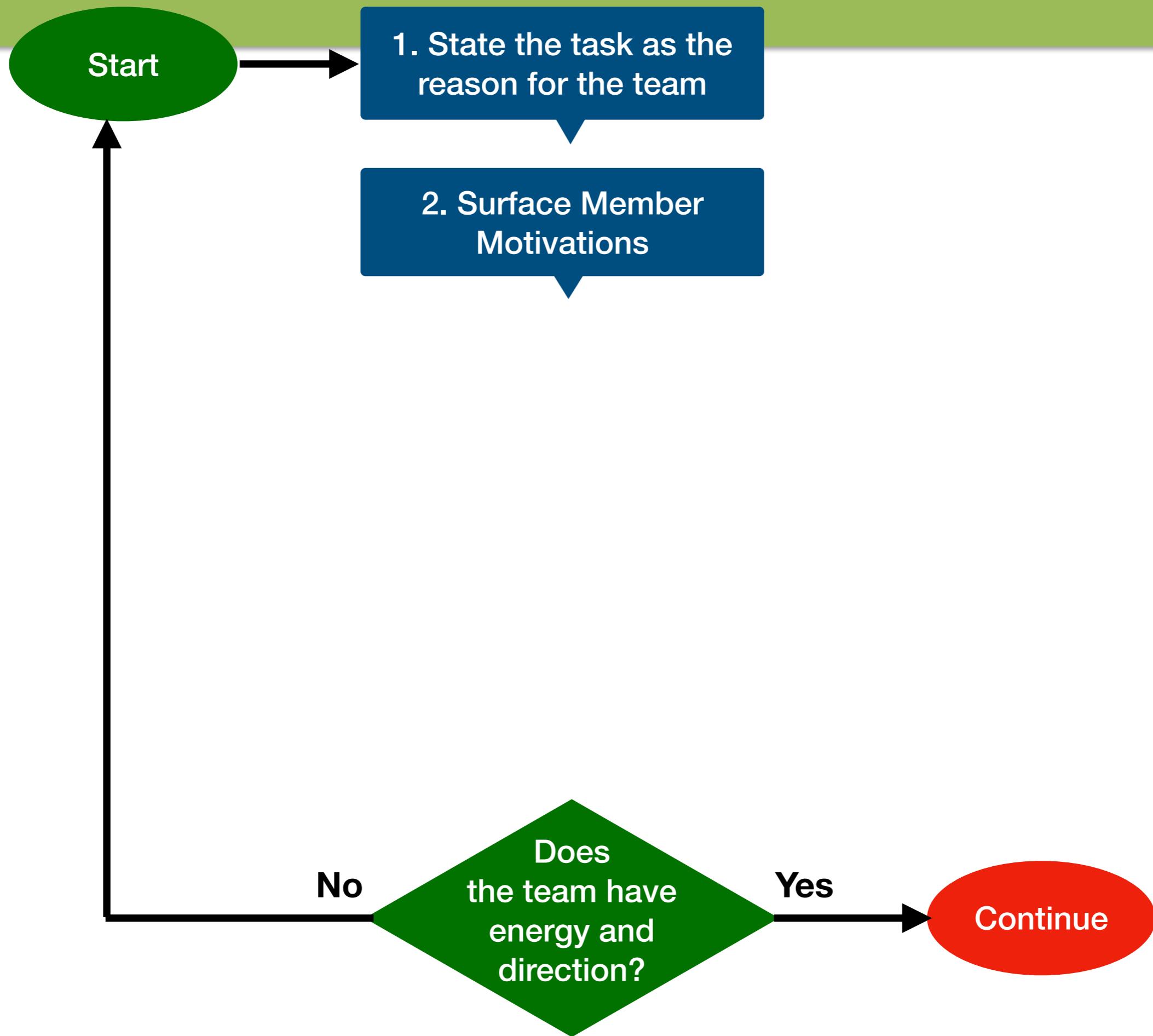
What would you observe happening on a team that has energy and direction?

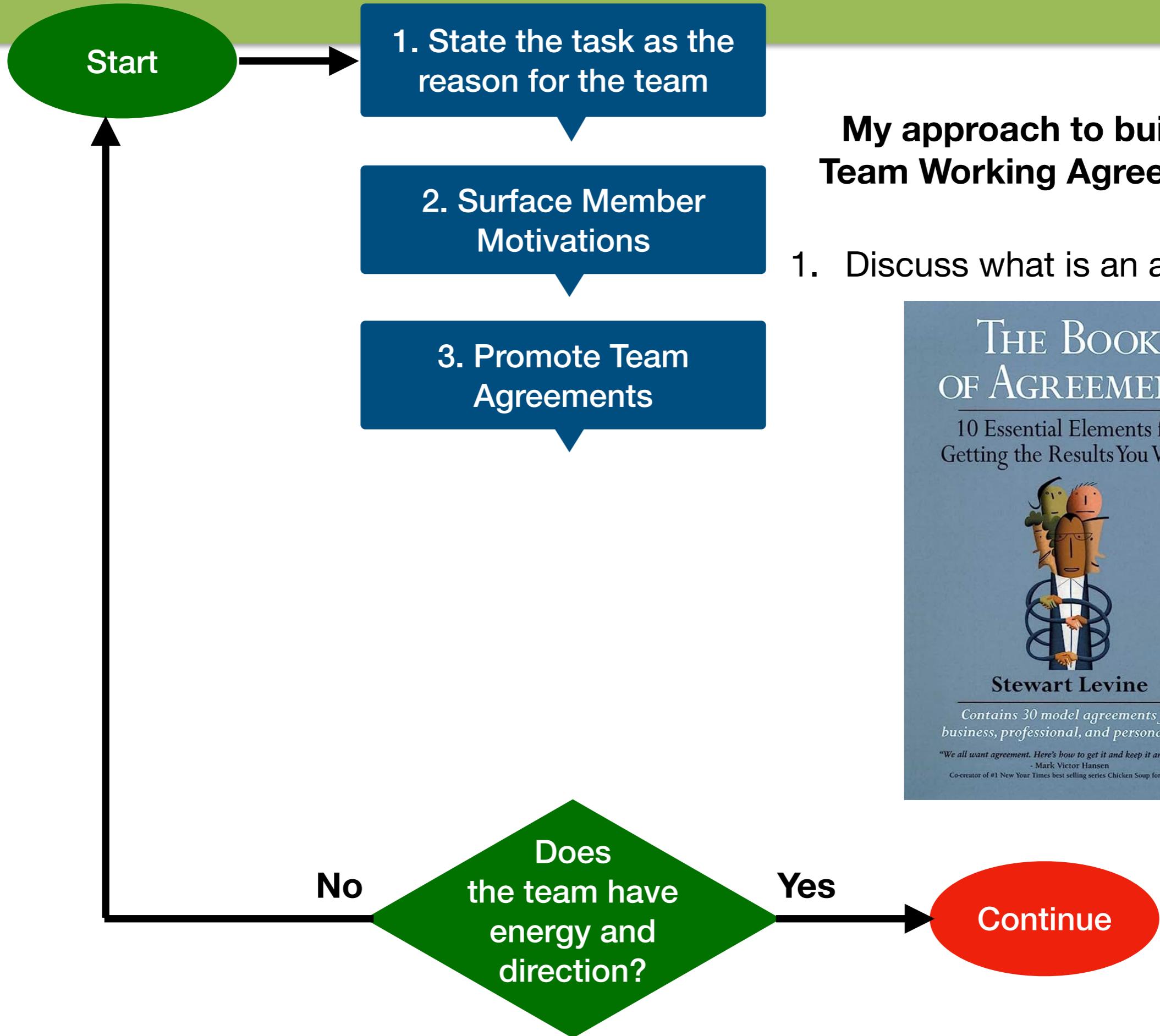






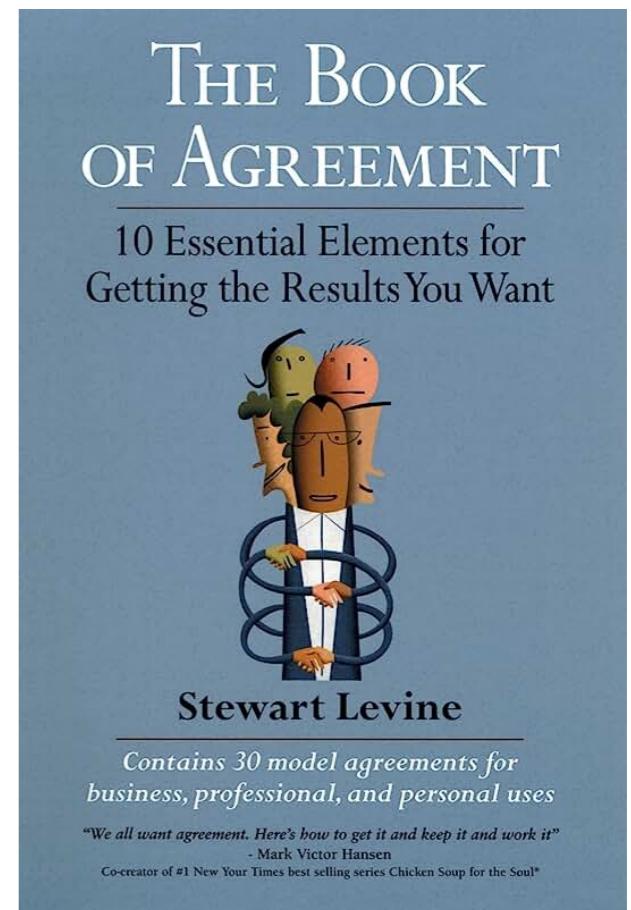


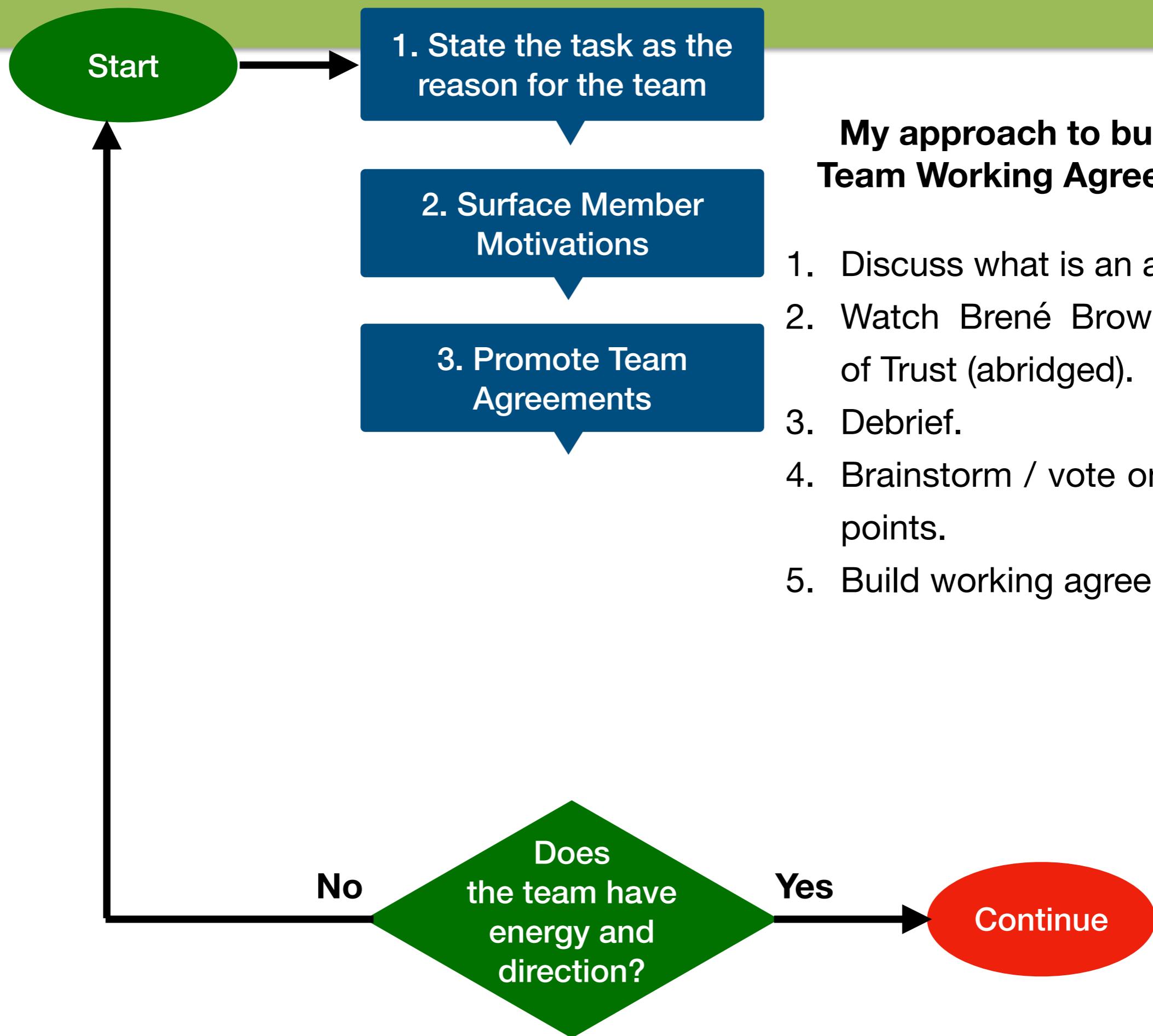




My approach to building Team Working Agreements

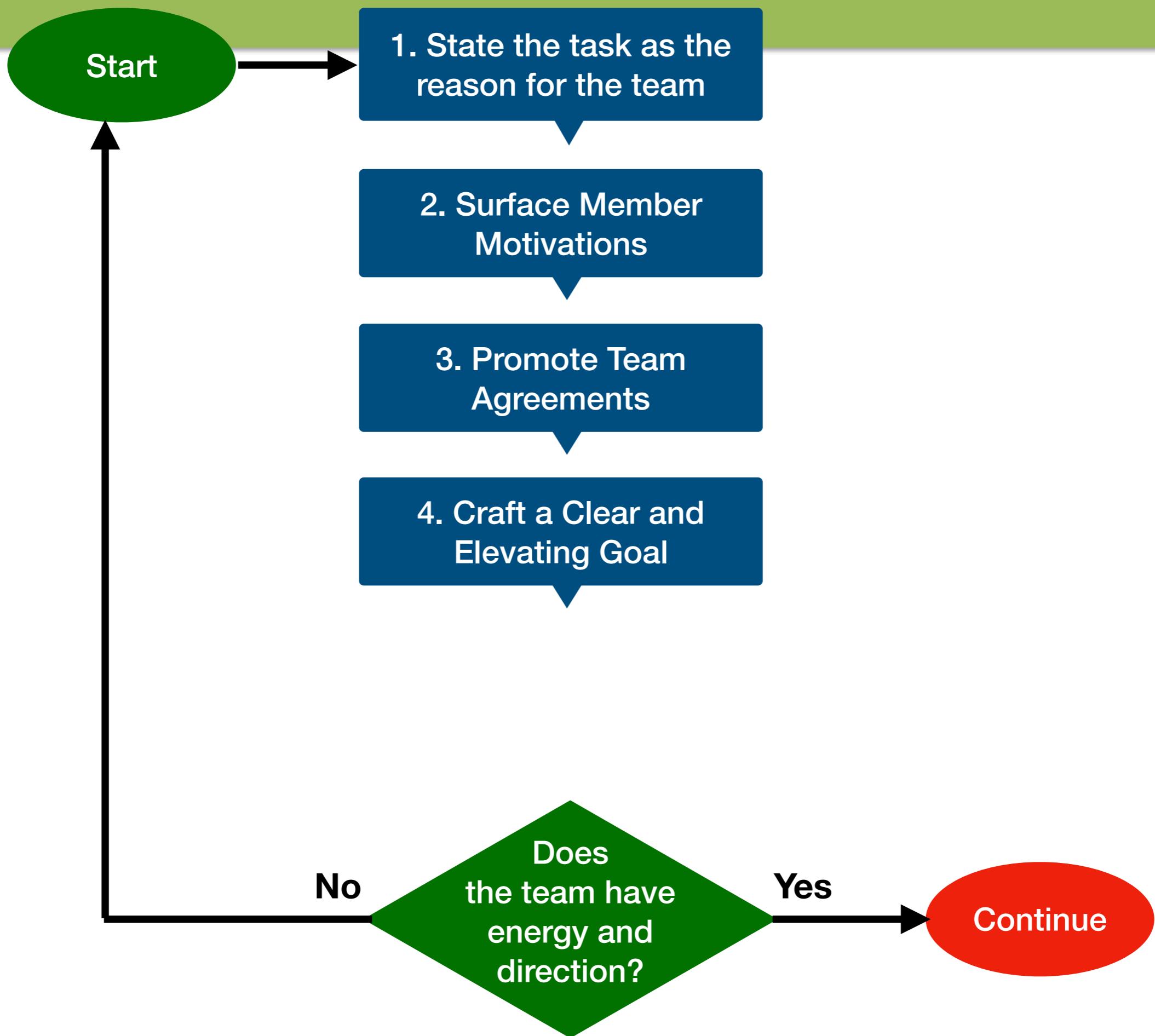
1. Discuss what is an agreement.

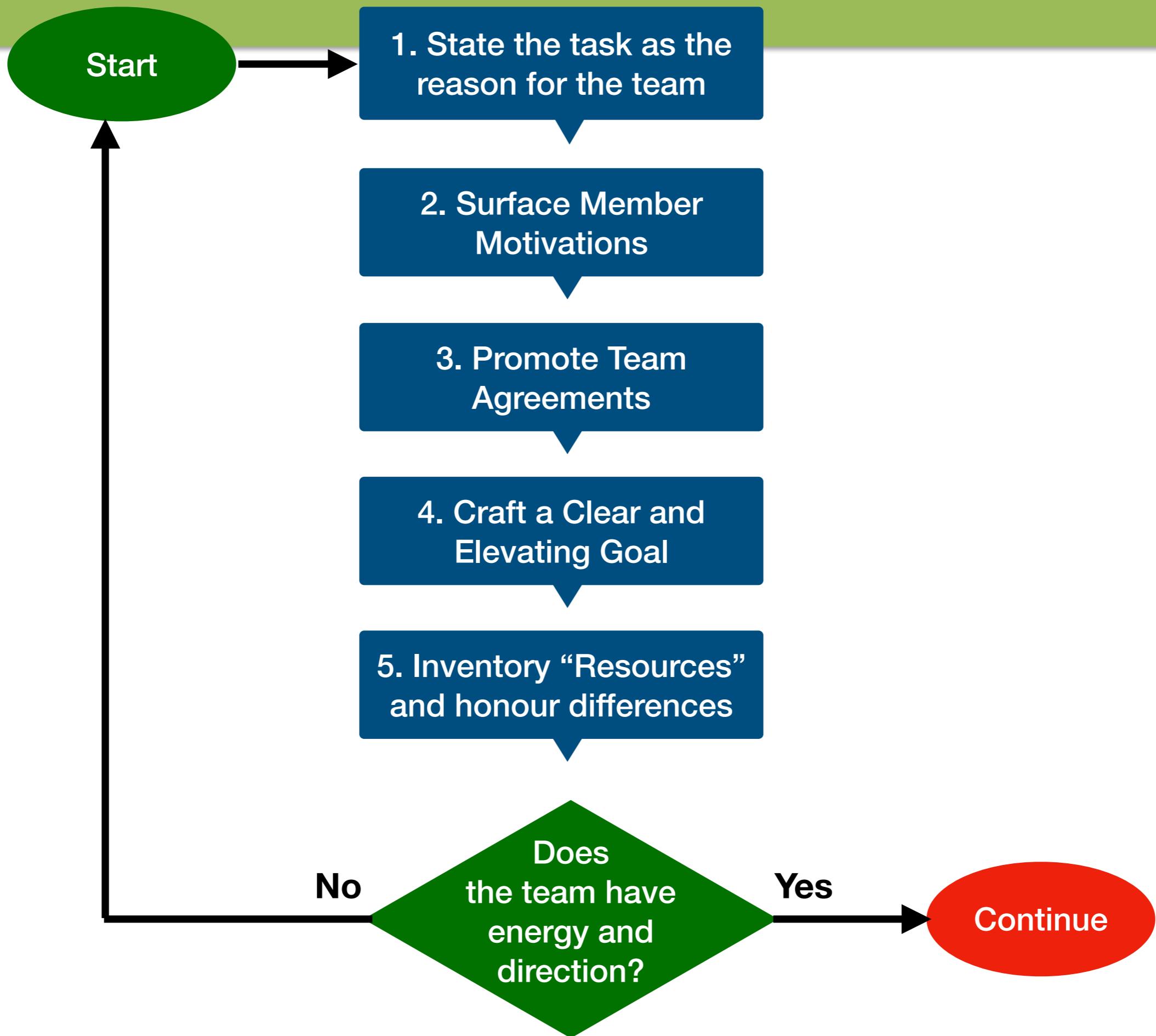




My approach to building Team Working Agreements

1. Discuss what is an agreement.
2. Watch Brené Brown “Anatomy of Trust (abridged).
3. Debrief.
4. Brainstorm / vote on agreement points.
5. Build working agreement.





Formula for a Team Breakthrough

1. Focus on the first three steps of team building and let goals emerge
2. Create high trust during low consensus
3. Look for how can we both / all be right?
4. My ~~X~~ way / your ~~X~~ way → The third way

Pull out your cell phone!

To learn more about your ability to build any team, any time:

bit.ly/GrtTeams



I'm grateful you clicked the subscribe button, as now you're on this journey with me. Learning how to transform a group of people into a team will have a bigger impact on outcomes than any tool, process, or fancy presentation could accomplish.

Before we talk about building a team, though, it's prudent to pause and ask yourself if you need a team for your context. The word "team" is overused in most companies, and many have lost sight of what it means to be a team. Regardless, teams are not always the order for a group of people to be successful.

The Five dysfunctions of a Team - A Field Guide, by Patrick Lencioni, wrote:

team improvement effort is often a group going through the sense of the member of



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Thank you!

