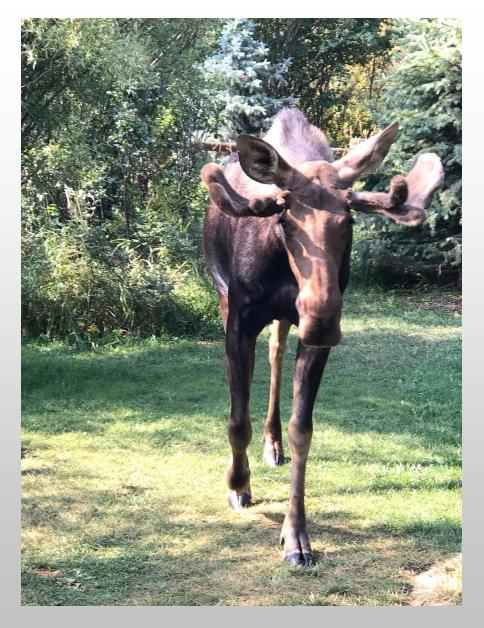
The Power of Teamwork: Building Great Teams

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How many of you have been trained to be a Team Leader?



The Moose!



And the Goose!



Honking Geese!

What can we learn about teamwork from geese?

 Where are we (YOU) flying alone vs. leveraging uplift from team?

Who on your team is flying point? Are they in need of rest?



Team Building and Trust Building

- What is it?
- How do you get it?
- How do you sustain it?
- How do you lose it?

Trust Building 101 Jump out of a plane!















Team Building Questions

- Where are you originally from?
- Do you have a family?
- If you had the chance, who would you like to meet and have a conversation with?
- What is the best piece of advice you have ever received?
- What do you do for a living?
- What did you want to be as a child?
- What are your hobbies and special talents?



Team Building Processing/Feedback

- About which person did you learn the most? The Least?
- Which answer surprised you the most?
- Do you feel closer or more distant from the team members present now?
- Is it important to get to know your team members?
 Why or why not?



Team Building: What is it?

- Trusting that others will do what they are supposed to.
- Building Mission Statements, goals and objectives.
- Working together for a common goal.
- Helping each other out.
- Sacrificing personal glory for the good of the team.
- Relying upon others.



Team Building: How do you get it?

- Helping out co-workers.
- Going the extra mile.
- Clear communication, listening.
- Take risks, share and have an open mind.
- Consistency.
- Moving towards goals.



Team Building: How do you sustain it?

- Acknowledgement of individuals and teams.
- Taking risks.
- Going into the fire together.
- Be vulnerable.
- Be flexible.
- Help others.



Team Building: How do you lose it?

- Shutting off team members.
- Dominating.
- Lying, cheating or stealing.
- Not being consistent.
- _____
- _____

How accurately do the following statements describe your work environment?

- The people at my work speak openly and honestly even when the news is bad.
- The people at my work can be counted on to meet their commitments.
- My supervisor's behavior is consistent with what he/she says.
- My supervisor encourages employees to speak up when they disagree with a decision.
- What is limiting trust in your team?
- What fundamental attitudes need to change?



What's holding you back from building your Team?

- Are you taking responsibility or blaming others?
- How do you handle responsibility and accountability?
- Who is providing solutions to the problems?
- Is there a rule, policy or way of thinking that has been successful in the past but is limiting now?
- What was the original purpose for the rule/policy?
- What can the team do to change the rule/policy?



How to build motivation and commitment?

- What does the team want out of their work?
- What motivates people?
- Tell people what you expect of them (Goals).
- Make the work valuable and goals attainable.
- Provide positive feedback.
- Reward successful performance.
- What is the gold (good) that you see in employees?



Five Dysfunctions of Teams!

• **Absence** of Trust

• Fear of Conflict

• Lack of Commitment

• **Avoidance** of Accountability

• *Inattention* to Results



Five functions of Teams (Flipped to the positive)

They TRUST one another!

They engage in UNFILTERED CONFLICT!

They COMMIT to decisions and action plans.

They hold each other ACCOUNTABLE!

 They focus on the ACHIEVEMENT of COLLABORATIVE RESULTS!



Team Subverting Roles!!!

- Shutting off Team Members.
- Analyzing or labeling.
- Dominating.
- Yes-Butting.
- Nay Saying.
- One Upping (Know it all or Tommy Topper).



Rewarding Successful Team Performance!!!

Reward soon after Acknowledgement.

Be specific about what you are rewarding.

Be consistent.



Possible Rewards!!!

- Salary Increases.
- Certificates or plaques.
- More responsible tasks.
- More freedom over their goals.
- Make the Boss aware.
- Thank you! No, seriously, THANK YOU!!!!!!!!



Thank You

