Guest,

Welcome to:

Working With Your Team (and Planning for the Future)

Presented by
Lighthouse Consulting Services, LLC

--

Featured Guest:
Steve Phillips, Ph.D.
CEO, Phillips Associates
Specializing in leadership
for senior leaders

(310) 459-3532
sphilips@phillipassoc.com

Host:
Dana Borowska, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code
(310) 453-6556, ext. 403
dana@lighthouseconsulting.com

--

In-Depth Work Style Personality Testing
In-Depth Work Style Personality Assessments
Why In-Depth is Best
Work Style Personality Testing
Work Style Assessments
Pre-Employment Testing

Talent Development
Talent Development
Talent Development Workshops
Skills Testing
Team Building Service
Sino American Management Style
Interpersonal Coaching

Lighthouse Consulting Services, LLC
3150 Wilshire Blvd, Suite 550
Santa Monica, CA 90403
USA
T. 310-453-6556
F. 310-828-6987

Latest Posts from our Blog

Should Skills Testing be a Standard Operating Procedure for Hiring?
5 Key Tips For Running A Successful Meeting

Translate

Follow Us

Copyright 2017 Lighthouse Consulting Services, LLC. All Rights Reserved
Key Job of Any Top Team

- See alternative futures clearly
- Chose the most probable future and where you want the company to be positioned in that future
- Set operating plans (including overall metrics, strategic initiatives, large projects, action plans and accountabilities)
Key Job of Any Top Team

- See alternative futures clearly
- Chose the most probable future and where you want the company to be positioned in that future
- Set operating plans (including overall metrics, strategic initiatives, large projects, action plans and accountabilities)
Get the Right People on the Team (and Move Off the Wrong People)

- Draft “A” players (Competent, Energized, Critical thinker, Open, Clear, Communicator, Trustworthy, Smart)

- Move off folks who are not right for the team
Clarify Roles

- Who is responsible for what
- What do they need from others to do their job
- What do others need from them to do their jobs
Get to Know Your Team Members and Proactively Work to Build Trust

- Ask ‘get to know you’ starter questions before meetings
- Do a style assessment and have a dialogue
- Spend time together
Build a Set of Explicit Team Ground Rules

- Teams are not all the same
- People implicitly think they know the rules
- High performance teams talk about what they expect of each other in a safe way
Dial In Your Team Processes


- Decision making: (DCIF) On every issue who are Decision makers, Consulted before a decision is made, Informed after a decision is made and Facilitates the decision making process

- Other common team processes: Problem solving, idea generation, dialogue, discussion, information gathering, education, prioritizing, goal setting, accountability, etc…
Lead With Purpose

- Find your leadership voice
- Frame the higher purpose for the team
- Inspire people
Common Roadblocks (and How to Lead Through Them)

- Lack of trust
- Rugged individualism
- Apathy
Words of Wisdom / Lessons Learned

- Take team leadership seriously (it’s not as easy as you think and it is a skill that takes a great deal of time to master)
- Find your inner leader (what do you truly believe in, how do you want to be viewed as a leader, what are your deepest values)
- Adopt a practice mentality
Thank you for attending
Working With Your Team (and Planning for the Future)

Click Here to contact our Featured Guest directly.

Click on this link to sign up for our upcoming Open Line:
Redesigning Performance Appraisal for Today's Organizations

Presented by
Lighthouse Consulting Services, LLC

Featured Guest:
Steve Phillips, Ph.D.
CEO, Phillips Associates
Specializing in code for senior leadership

Sponsor:
Steve Phillips, Ph.D.
CEO, Phillips Associates
www.phillipsassociates.net

Host:
Dana Borowska, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Contact:
(310) 459-3532
sphilips@phillipsassociates.net
www.phillipsassociates.net

dana@lighthouseconsulting.com