

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
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Specializing in
off-sites for senior

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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)



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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

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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

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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

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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

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Dial In Your Team Processes

- Meetings: How often? For what purpose? With what agenda? For how long? With what attendees?
- Decision making: (DCIP) 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...

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Lead With Purpose

- Find your leadership voice
- Frame the higher purpose for the team
- Inspire people



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Common Roadblocks (and How to Lead Through Them)

- Lack of trust
- Rugged individualism
- Apathy



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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

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