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#### 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 (310) 456-3532 sphillips@phillipsassociates.net www.phillipsassociates.net



Dana Borowka, MA CEO, Lighthouse

Consulting Services, LLC Author of Cracking The Personality

(310) 453-6556, ext. 403



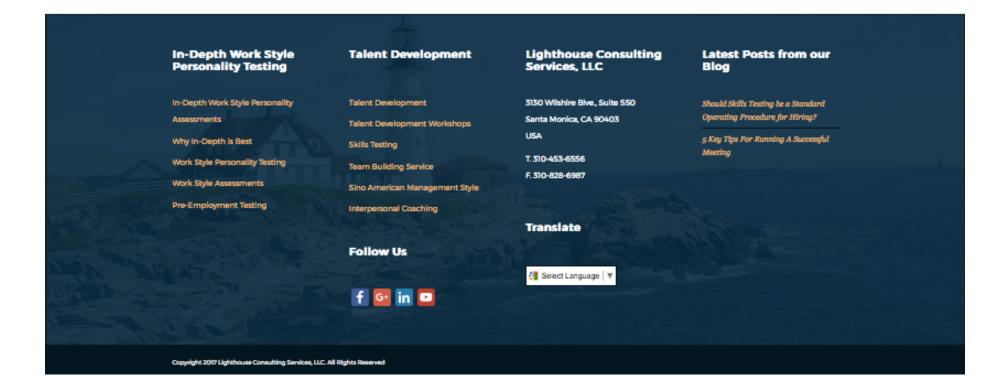














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## Key Job of Any Top Team

· See alternative futures clearly

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- · 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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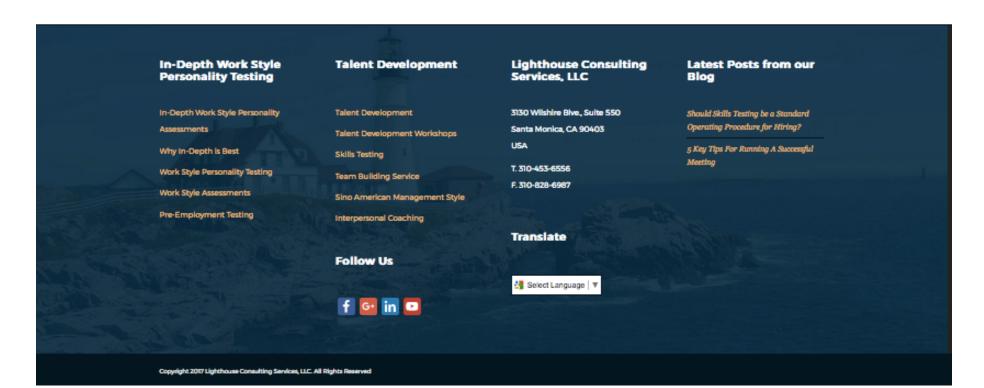














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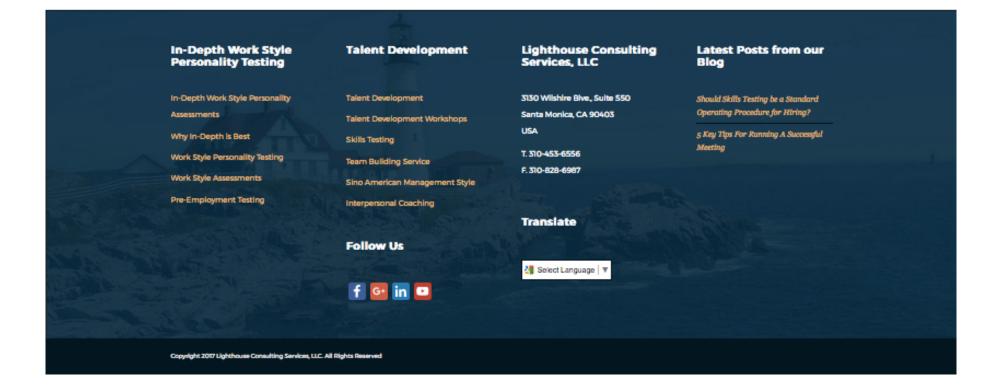


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# Get the Right People on the Team (and Move Off the Wrong People)

- · 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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CEO, Lighthouse

Consulting Services, LLC Author of Cracking The Personality

(310) 453-6556, ext. 403

dana@lighthouseconsulting.com





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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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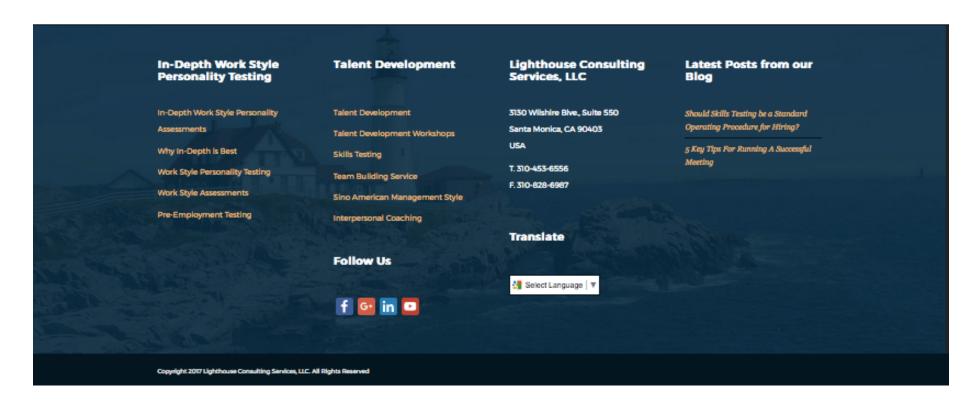














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## Get to Know Your Team Members and **Proactively Work to Build Trust**

- · Ask 'get to know you' starter questions before meetings
- · Do a style assessment and have a dialogue
- · Spend time together



CEO, Phillips

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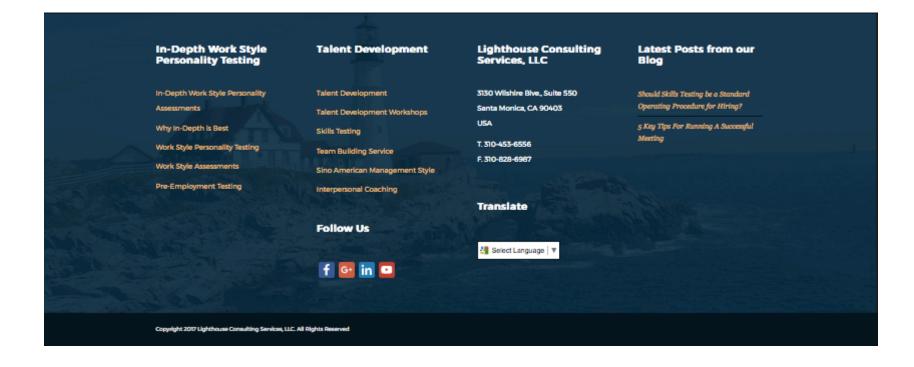
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## **Build a Set of Explicit Team Ground** Rules

- · 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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Dana Borowka, MA

Consulting Services, LLC Author of Cracking The Personality

(310) 453-6556, ext. 403 dana@lighthouseconsulting.com













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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: (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...



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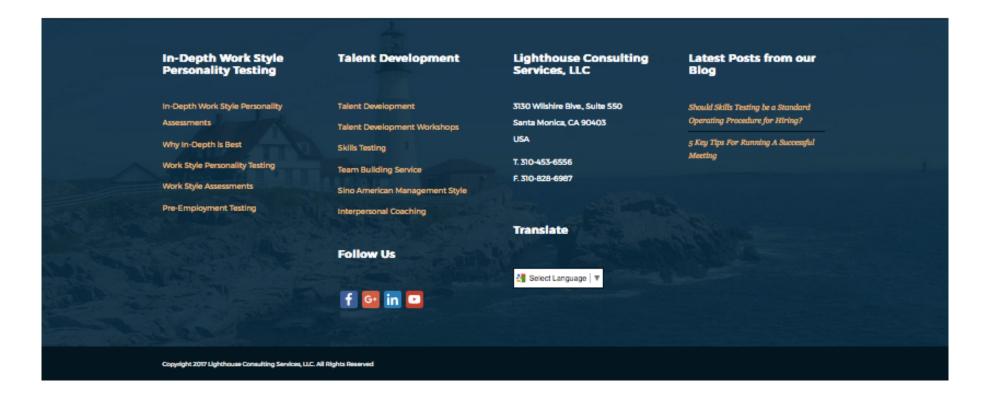














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## **Lead With Purpose**

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



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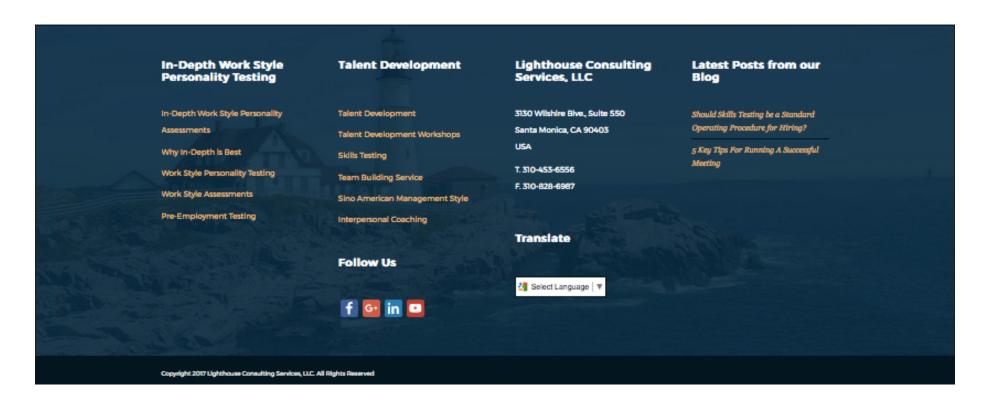














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# Common Roadblocks (and How to Lead Through Them)

- · Lack of trust
- · Rugged individualism
- · Apathy



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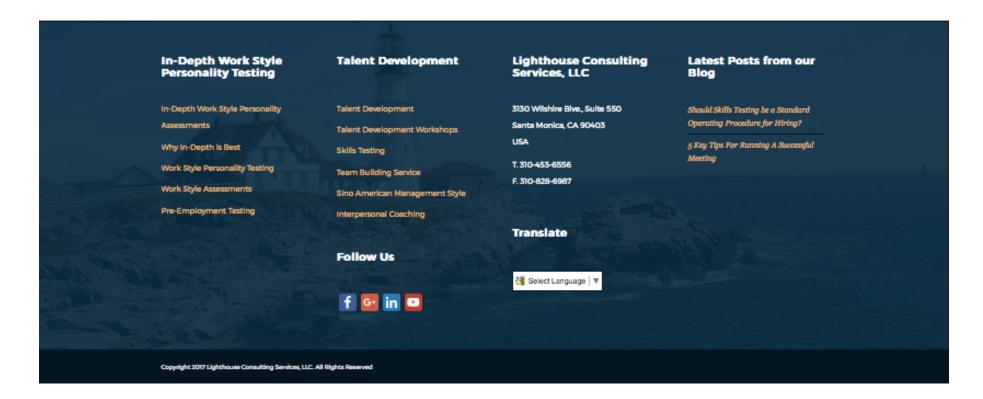














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#### Words of Wisdom / Lessons Learned

- · 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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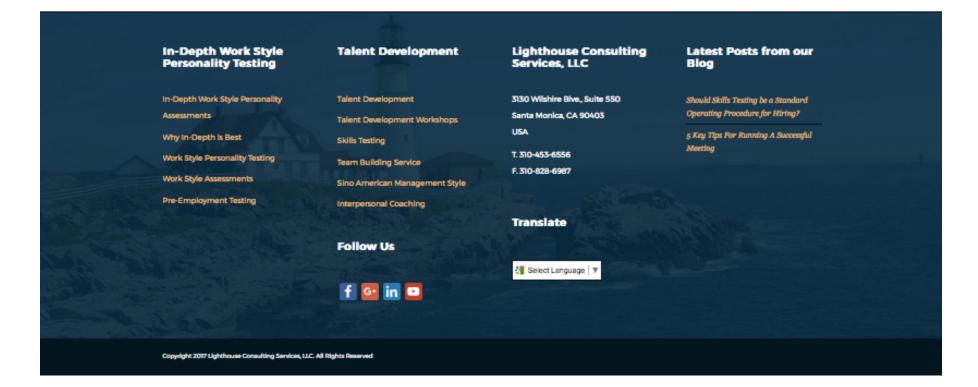












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