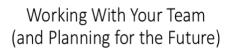


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Presented by: Steve Phillips, Ph.D



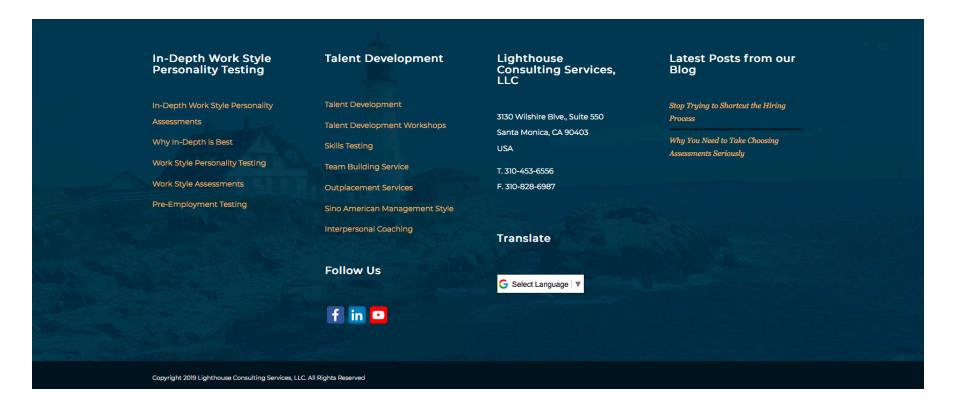














· See alternative futures clearly

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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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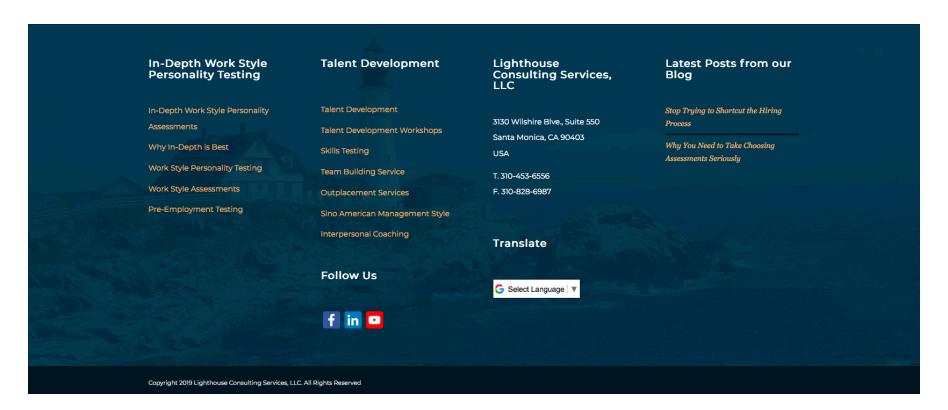














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Key Job of Any Team

- · Know your purpose
- · Envision the outcome of your work and team relationships
- · Create, implement, and track against a plan



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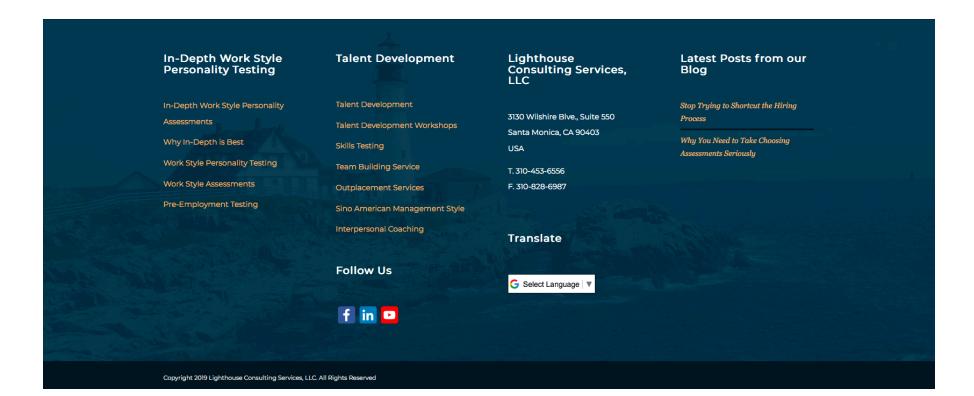


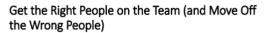












- Draft "A" players (Competent, Energized, Critical thinker, Open, Clear, Communicator, Trustworthy, Smart)
- · Move off folks who are not right for the team



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Clarify Roles

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- · 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

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- · People implicitly think they know the rules
- · High performance teams talk about what they expect of each other in



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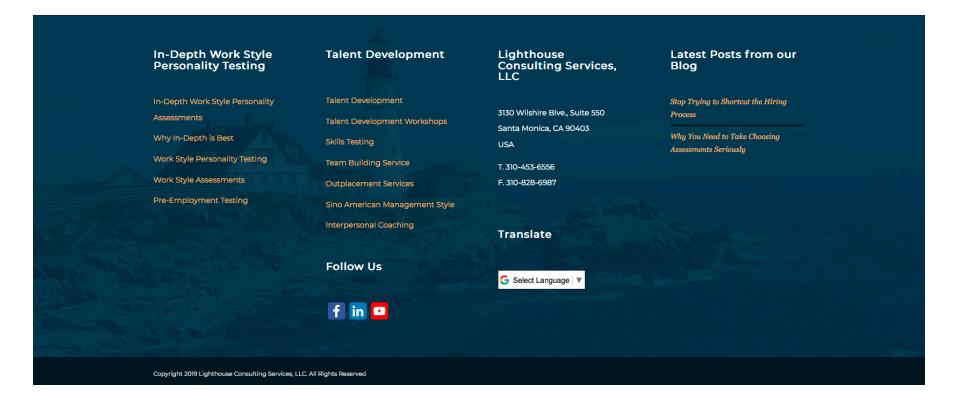












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Dial In Your Team Processes

- · 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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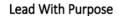
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Why You Need to Take Choosing Assessments Seriously



- · 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

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- · Rugged individualism
- Apathy



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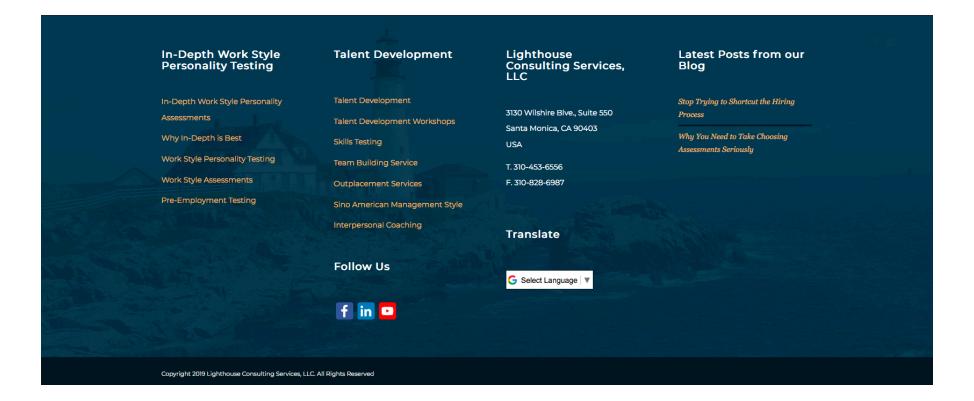
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Words of Wisdom / Lessons Learned

- 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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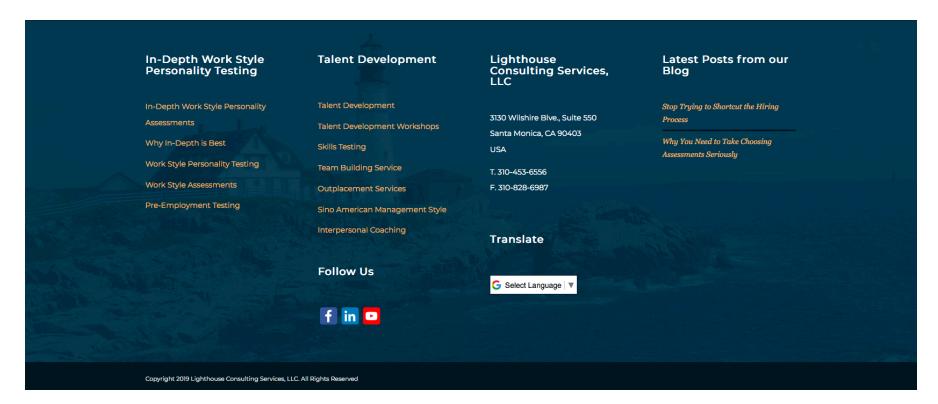














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