

Team Dynamics -- Structure, Power,
Communication Theory

Team Composition & Chemistry

Teams Are Powerful



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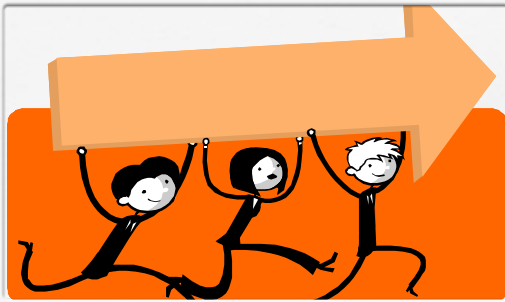
How do we get synergy's payoff?



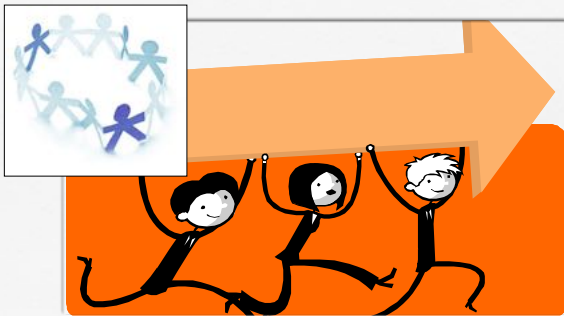
How do we avoid synergy shortcomings?



1. We need to have a team



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Team Model

Real Team (the rowers)
TEAMwork, Bounded, Norms, Relationship,
Mix, Roles, Authority, Stability.

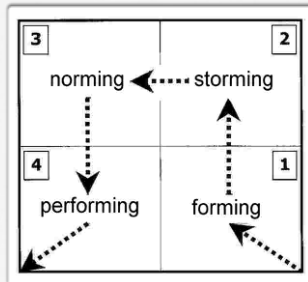
Real Direction (the finish line)
Mission (in context of TPOV)

Real Leadership (TL, Coach)
Helping team to keep pace

Real Structure (the boat)
Systems (Reward, Information, Training)
Processes (how we do what we do)

*Derived from Hackman, Leading Teams; MacMillan, The Performance Factor

2. We need to help move our team from Forming to Performing



Tuckman's Forming, Storming, Norming, Performing Model

3. Tools help



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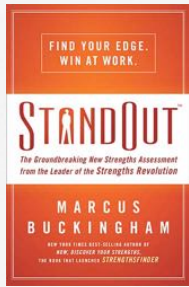
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Focused on your strengths



Sustained success comes only when you take what's unique about you and find out how to make it useful. Page 194

3 Principles To Guide You “Your genius is precise”



- “What he learned is that you have to fully own your genius before you can responsibly offer it up to others.” (*StandOut*, 196)
- “If you put yourself in a leadership position, you will be a very particular kind of leader.” (*StandOut*, 196)
- Share your StandOut -- talk about your “preciseness.”

3 Principles To Guide

“You can’t respect what you don’t remember”



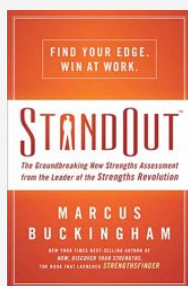
- One of the most important outcomes from taking the StandOut assessment is simply that you remember your results.” (*StandOut*, 203)
- “To beat life’s terrible signal-to-noise ratio, you are going to have to turn up the signal. And the best way to do that is repetition. (*StandOut*, 204)

3 Principles To Guide “You must reach beyond your roles”



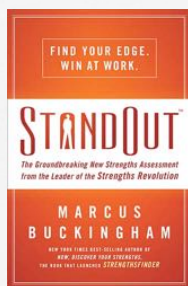
- Yet when you study the most successful people you discover that they do something quite different: they push themselves *within* their strengths zone.” (StandOut, 204)
- “It’s more that they realize they will be at their most productive...if having found their edge, they spend their life sharpening it.”
- YBH: “Love It/Loathe It”

Build your team’s strengths



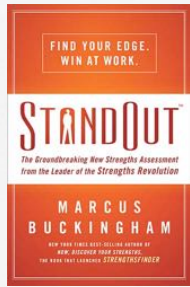
As oblivious as we can be to our own strengths, it’s even easier to ignore the particular and unique strengths of others.
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Build your team’s strengths



YBH?

Structure Matters



At Spanish River

1. Your StandOut summary.
2. One way you see this.
3. One thing you are learning in light of it.
4. One way we can work more effectively with you in light of it.

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