

The Power of Teamwork: Building Great Teams

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**How many of you
have been trained
to be a Team Leader?**



The Moose!

And the Goose!



Honking Geese!

- **What can we learn about teamwork from geese?**
- Where are we **(YOU)** flying alone vs. leveraging uplift from team?
- **Who on your team is flying point?** Are they in need of rest?

Team Building and Trust Building

- What is it?
- How do you get it?
- How do you sustain it?
- How do you lose it?

Trust Building 101

Jump out of a plane!









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Team Building Questions

- Where are you originally from?
- Do you have a family?
- If you had the chance, who would you like to meet and have a conversation with?
- What is the best piece of advice you have ever received?
- What do you do for a living?
- What did you want to be as a child?
- What are your hobbies and special talents?

Team Building Processing/Feedback

- About which person did you learn the most? The Least?
- Which answer surprised you the most?
- Do you feel closer or more distant from the team members present now?
- Is it important to get to know your team members? Why or why not?

Team Building: What is it?

- Trusting that others will do what they are supposed to.
- Building Mission Statements, goals and objectives.
- Working together for a common goal.
- Helping each other out.
- Sacrificing personal glory for the good of the team.
- Relying upon others.

Team Building: How do you get it?

- Helping out co-workers.
- Going the extra mile.
- Clear communication, listening.
- Take risks, share and have an open mind.
- Consistency.
- Moving towards goals.

Team Building: How do you sustain it?

- Acknowledgement of individuals and teams.
- Taking risks.
- Going into the fire together.
- Be vulnerable.
- Be flexible.
- Help others.

Team Building: How do you lose it?

- Shutting off team members.
- Dominating.
- Lying, cheating or stealing.
- Not being consistent.
- _____
- _____

How accurately do the following statements describe your work environment?

- The people at my work speak openly and honestly even when the news is bad.
- The people at my work can be counted on to meet their commitments.
- My supervisor's behavior is consistent with what he/she says.
- My supervisor encourages employees to speak up when they disagree with a decision.
- What is limiting trust in your team?
- What fundamental attitudes need to change?

What's holding you back from building your Team?

- Are you taking responsibility or blaming others?
- How do you handle responsibility and accountability?
- Who is providing solutions to the problems?
- Is there a rule, policy or way of thinking that has been successful in the past but is limiting now?
- What was the original purpose for the rule/policy?
- What can the team do to change the rule/policy?

How to build motivation and commitment?

- What does the team want out of their work?
- What motivates people?
- Tell people what you expect of them (Goals).
- Make the work valuable and goals attainable.
- Provide positive feedback.
- Reward successful performance.
- What is the gold (good) that you see in employees?

Five Dysfunctions of Teams!

- **Absence** of Trust
- **Fear** of Conflict
- **Lack** of Commitment
- **Avoidance** of Accountability
- **Inattention** to Results

Five functions of Teams (Flipped to the positive)

- They **TRUST** one another!
- They engage in **UNFILTERED CONFLICT!**
- They **COMMIT** to decisions and action plans.
- They hold each other **ACCOUNTABLE!**
- They focus on the **ACHIEVEMENT** of **COLLABORATIVE RESULTS!**

Team Subverting Roles!!!

- Shutting off Team Members.
- Analyzing or labeling.
- Dominating.
- Yes-Butting.
- Nay Saying.
- One Upping (***Know it all or Tommy Topper***).

Rewarding Successful Team Performance!!!

- Reward soon after Acknowledgement.
- Be specific about what you are rewarding.
- Be consistent.

Possible Rewards!!!

- Salary Increases.
- Certificates or plaques.
- More responsible tasks.
- More freedom over their goals.
- Make the Boss aware.
- ***Thank you! No, seriously, THANK YOU!!!!!!!!!!***

Thank You

