Working as a Team
(A high performing team!)

Furnishing Knowledge®
Learning Objectives

- Understand your role in a team and how to interact as a team
- Understand your contributorship style
- Understand the importance of collaboration
- Be able to be a highly functional member of a team!
Lost At Sea Exercise

- First do this individually
- Second do this activity in groups
Lost At Sea - Continued

- What are some initial observations?

- As we go through the presentation, keep this exercise in mind and we will discuss some things as we go.
“Team Work”
Is It Better?
Team Examples

- Have you ever been part of a successful team?
- What are some of the characteristics, behaviors and traits the team members of that team had?
Some things you may have noted regarding successful teams:

- Team members worked toward a common goal
- All team members knew the goal
- Good collaboration took place
- Team members kept an open mind
- Maybe there was an exceptional coach or leader
- Everyone was involved
What are the Organization’s goals? Success starts with understanding the goal.
Are Expectations/Goals Linked?
Contributorship

- There are different Contributorship tendencies:
  - Some will have a tendency to take control
  - Some will ignore thoughts of others
  - Some will just “go with the flow”
  - Some will stand in the background and not participate
  - Some will be interactive and try to get everyone involved
Contributorship

- As you worked on the Lost At Sea exercise, did you notice these things?
Contributorship: Self-Assessment

- What is your contributorship style?
  - Please take the self assessment
    - Based on the outcome of the assessment, take time to understand your style as well as what your strengths and weaknesses are

* If time allows, we will do this in class. Otherwise please take it on your own to help you understand your style.
What Do Good Contributors Do?

- Take initiative
- Raise concerns/give feedback to leader and team members
- Support leaders and team members
- Confront ineffective team members
- Clarify expectations
- Share information
- Promote productive thinking when team attitudes get bad
None of Us are as Smart as All of Us

Definition of Collaboration:
Working together to achieve a shared goal

* How did the results of your individual Lost at Sea exercise compare to the team one?
None of Us are as Smart as All of Us

Definition of Collaboration:
Working together to achieve a shared goal

- Engagement of all participants
  - Listening
  - Sharing
  - Activities
- Feedback
  - Giving
  - Receiving
- Conflict Management
  - Leverage conflict into creative solutions that satisfy all parties
- Focus on Interests, not Positions
  - Identify the interests of the other party
Conflict or differences of opinion will Happen and it is **Good**!

- We will not all have the same ideas and will feel strongly about our positions. It is healthy to discuss these in the proper manner:
  - Keep an open mind (Kind, Caring, Questioning Manner)
  - Listen to each other’s perspectives
  - Find Common Ground
  - Use common ground to build a solution based on the team goals
In Summary an Effective Team Must Have:

- Sponsorship
- Stakeholders
  - Clear Outcomes
- Goals
  - Clear and Demanding
- Leadership
  - Committed
- Mutual Trust
  - Disagreement is welcomed

- Team Members
  - Engaged
- Work Environment
  - Collaborative
- Individual Commitment
- Accountability
  - Personal and Team
- Identification and Removal of Barriers
The Learning curve for Teams

Forming Stage

Storming Stage

Norming Stage

Performing Stage
The Learning Curve Continued

- For a team, it is critical to get through the stages of the Learning curve as quickly as possible
  - Why?
    - In this case Time = $$$
Wrap up