

Working as a Team

(A high performing team!)



Furnishing Knowledge®

Learning Objectives

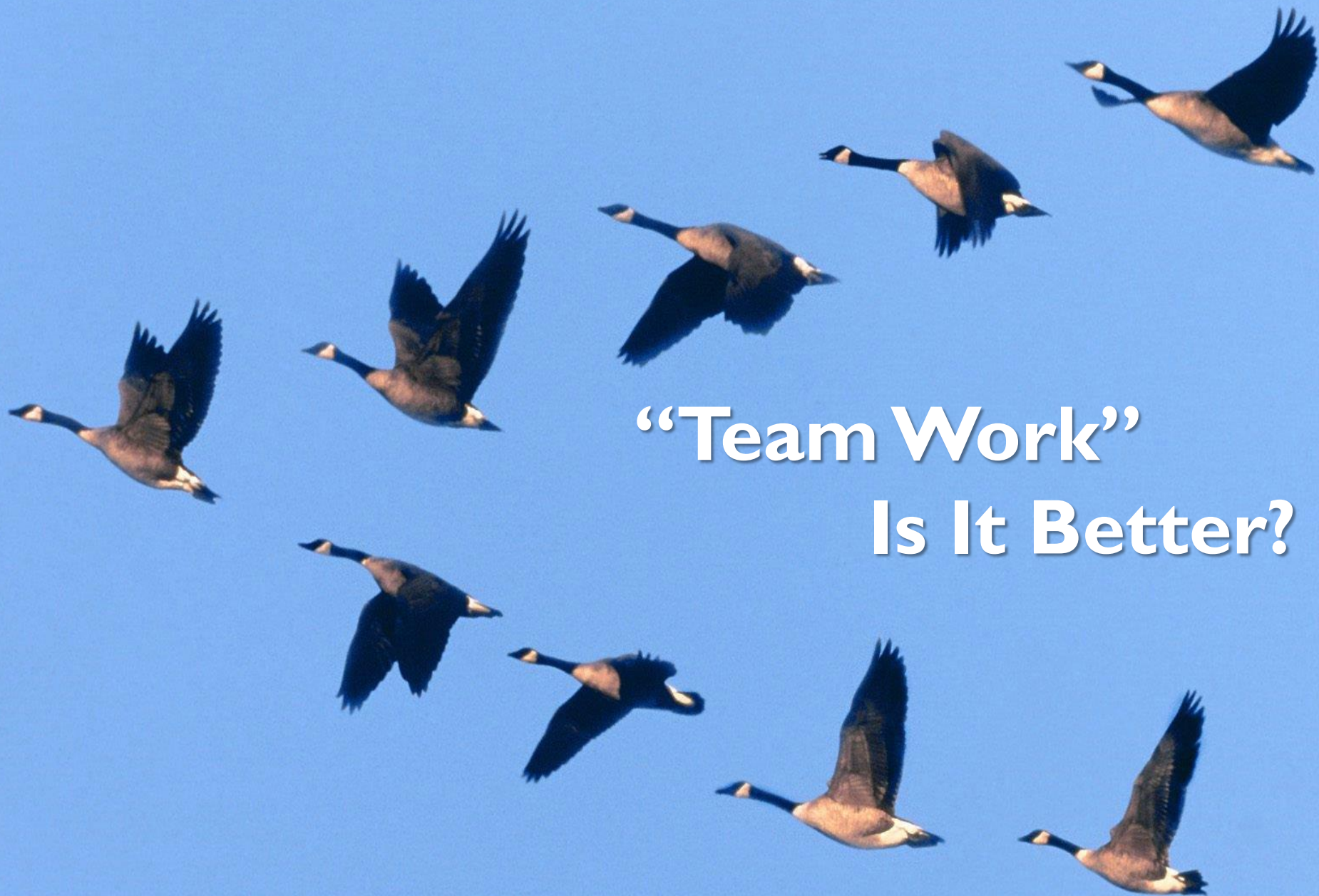
- ✓ Understand your role in a team and how to interact as a team
- ✓ Understand your contributorship style
- ✓ Understand the importance of collaboration
- ✓ Be able to be a highly functional member of a team!

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



SUCCESS

**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!

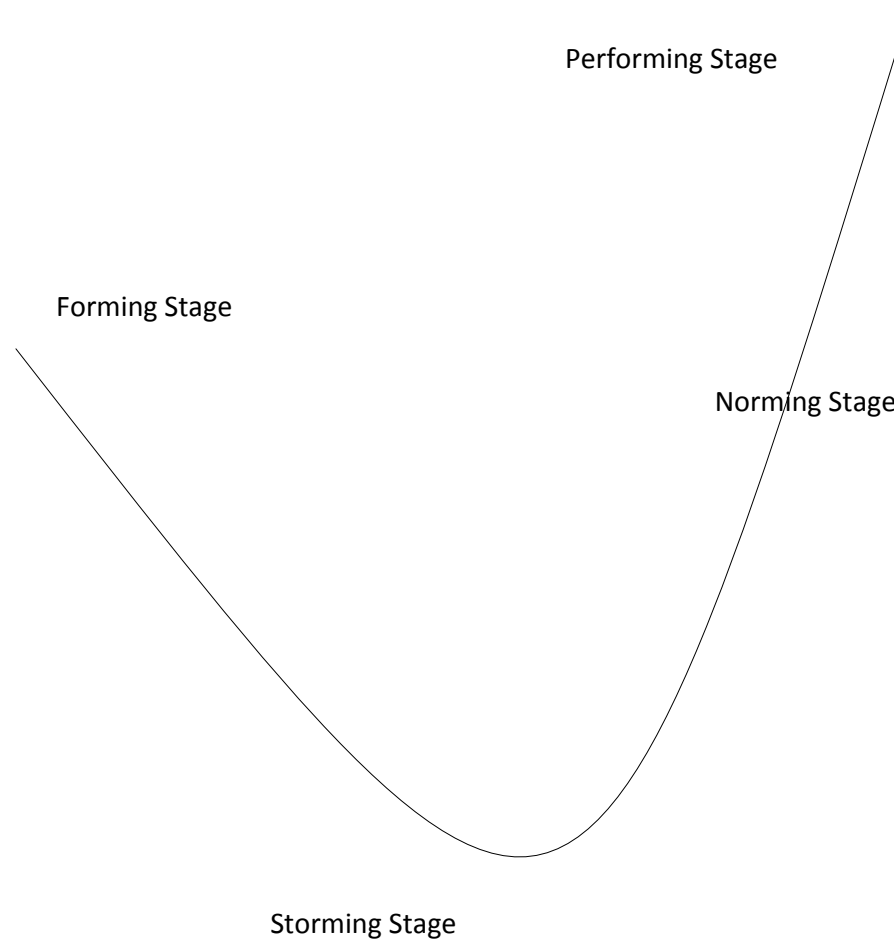
- We will not all have the same ideas and will feel strongly about our positions. It is healthy to discuss these in the proper manner:
 - Keep an open mind (Kind, Caring, Questioning Manner)
 - Listen to each other's perspectives
 - Find Common Ground
 - Use common ground to build a solution based on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



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