

POWERPOINT

Five Behaviors of Cohesive Teams

An Inspired Engagement Professional Development
Webinar

Facilitated by

Scott Geddis

Founder and President, Inspired Engagement
Phoenix College Faculty, Retired



I N S P I R E D E N G A G E M E N T

Learn – Engage – Thrive
Five Behaviors of a Cohesive Team

Page | 1

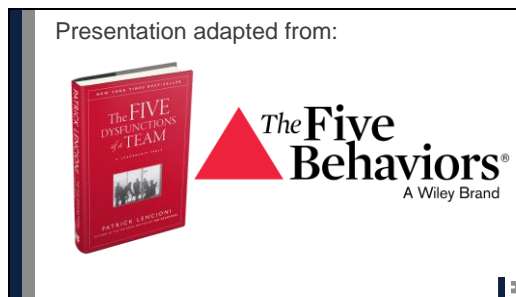
Slide 1



Slide 2



Slide 3






Slide 4

Survey Says...

When coworkers admit their mistakes, does it make you trust them more?

84% said yes




Slide 5

Survey Says...

Do you think your workplace would be more effective if people were more frank with their opinions?

71% said yes




Slide 6

Survey Says...

Do you sometimes feel that team projects suffer because people aren't committed enough?

86% said yes





Slide 7

Survey Says...

Would your work team be more effective if people were better at holding one another accountable?

89% said yes

Slide 8

Survey Says...

In your work experience, have you seen projects suffer because people put their own needs ahead of the team's needs?

87% said yes

Slide 9

Cohesive Teams

- ▲ Make better, faster decisions
- ▲ Tap into the skills, talents and opinions of all members
- ▲ Avoid wasting time and energy on politics, confusion and destructive conflict
- ▲ Experiences less stress
- ▲ Are more fun to be on



Slide 10



Slide 11



Slide 12





Slide 13

Commit to Decisions

When team members are able to offer opinions and debate ideas, they will be more likely to **commit to decisions**.



Slide 14

Hold One Another Accountable

When everyone is committed to a clear plan of action, they will be more willing to **hold one another accountable**.



Slide 15

Focus on Achieving Collective Results

The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is one thing: **the achievement of results**.

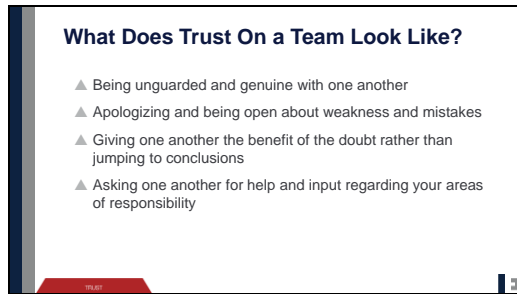




Slide 16



Slide 17



Slide 18





Slide 19

Pair Share

Being vulnerable:

- What holds you back?
- What can you do to be more comfortable being vulnerable with teammates?
- What could others do to make it easier for you?

Slide 20

What can you do as a team member
when the team is lacking TRUST?

Slide 21

Personal Commitment

What will you, as an individual, do to help the teams
you serve build trust?

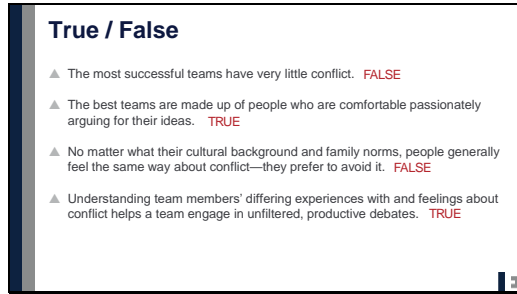




Slide 22



Slide 23



Slide 24





Slide 25

Team Conflict Continuum

Where do you think teams you serve fall on the continuum?

Artificial harmony <-----> Really awful, ugly, mean-spirited attacks

Slide 26

Where do you fall on these conflict continua?

Spirited debater ————— **Calm debater**
 Tends to be expressive and show conviction during debate Tends to use measured dialogue and remain largely unruffled

Receptive ————— **Steadfast**
 Stays open to ideas of others Holds firm to opinions

- ▲ How do you show disagreement?
- ▲ When other people don't agree with your ideas, how do you respond?
- ▲ What occurs when people with different styles disagree with each other?

Slide 27

How do you encourage constructive conflict when people are holding back?



Slide 28

Personal Commitment

What will you, as an individual, do to help engage the teams you serve in healthy, productive conflict?



Pair Share

Slide 29

INSPIRED ENGAGEMENT

Learn, Engage, Thrive
Interactive Webinar

Thursday May 14th 9AM PDT
Productive Conflict: Having Difficult Conversations

Contact: scott@inspired-engagement.com

Slide 30

INSPIRED ENGAGEMENT

Virtual Workshops

EVERYTHING PRODUCTIVE CONFLICT



Contact: scott@inspired-engagement.com



Slide 31

INSPIRED ENGAGEMENT
Virtual Workshops

The Five Behaviors
A Wiley Brand
Personal Development

Contact: scott@inspired-engagement.com

Slide 32

Achieving Commitment

INSPIRED ENGAGEMENT

Slide 33

What does it look like to have COMMITMENT on a team?

- ▲ Being clear about the team's overall direction and priorities
- ▲ Ending discussions with clear and specific resolutions and calls to action
- ▲ Leaving meetings confident that everyone is committed to the decisions that were agreed to
- ▲ Supporting group decisions even if you initially disagree



Slide 34

Go Get It or Get Over It ?



Copyright ©2013 by John Wiley & Sons, Inc. All rights reserved.

Slide 35


I'm not sure who is responsible for moving the project forward.



Copyright ©2013 by John Wiley & Sons, Inc. All rights reserved.

Slide 36

All team members should have an understanding of the assignments and the overall team decision. Speak up to make sure there is clarity on your team.




Go get it

Copyright ©2013 by John Wiley & Sons, Inc. All rights reserved.



Slide 37

I still think the idea I proposed is better than the one the team chose.



Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 38

Once the team has considered its options and made a decision, all members must commit to it, regardless of where they fell during the debate.

Get over it



Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 39

The decision was made before most of my teammates had the chance to weigh in.



Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.



Slide 40

Making a major decision without giving team members the opportunity to participate in the discussion undermines the team's ability to commit to it.

Go get it

Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 41

We can't be certain how this decision will turn out.

Get over it

Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 42

Having clarity about the team's decision isn't the same as having certainty about what will ultimately happen. Waiting until every outcome is accounted for impedes the team's ability to move forward.

Get over it

Copyright ©2015 by John Wiley & Sons, Inc. All rights reserved.



Slide 43

I'm uncomfortable that not everyone was in agreement about the decision.




Copyright © 2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 44

The need for consensus not only prevents teams from moving forward but can also lead to watered-down or overly safe decisions.

Get over it



Copyright © 2015 by John Wiley & Sons, Inc. All rights reserved.

Slide 45

A Team that Commits:

Commitment

- ▲ Creates clarity around direction and priorities
- ▲ Aligns the entire team around common objectives
- ▲ Develops an ability to learn from mistakes
- ▲ Moves forward without hesitation
- ▲ Changes direction without hesitation or guilt

If everyone is committed to the team's priorities, they will be more willing to hold one another accountable.





Slide 46



Slide 47



Slide 48

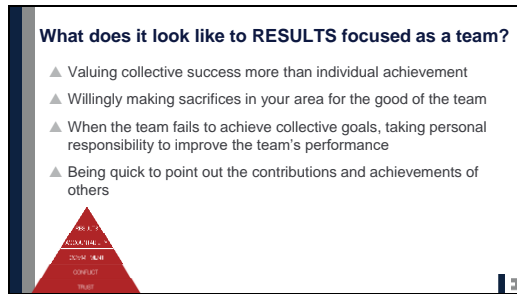




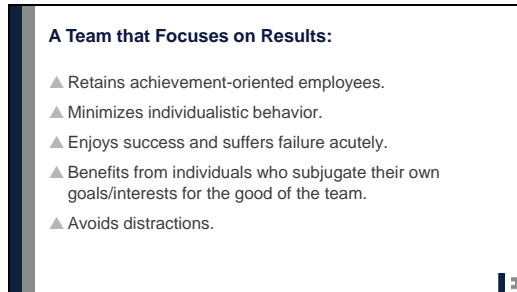
Slide 52



Slide 53



Slide 54





Slide 55



Slide 56



Slide 57

INSPIRED ENGAGEMENT
Virtual Workshops

The Five Behaviors®
A Wiley Brand

Personal Development

Contact: scott@inspired-engagement.com



