

Software for Your Head

Practices for
the best team
you can imagine

How many of you... ?

... don't need to work with other people to accomplish your goals?

... can accomplish everything without help?

... have complete control over the people you work with?

... always complete assignments on time and within budget?

Shared Vision

Please stand if you have ever been on a team with a shared vision

Please sit down when what I say is NOT true from your experience on that team

Best Practice

Being on a team that has a shared vision is at least ___ times as good as being on a team that doesn't

Please share with us...

... what, in your experience, is a shared vision?

... what is it like to be on a team with a shared vision?

... what does it take to get to a shared vision?

Decision Making

Please say YES! if you have been on a team that made decisions without pain

How would you describe effective decision making on a team?

What are some of the important team results of efficient, painless decision making?

Best Practice

Being on a team that makes unanimous decisions quickly, without redundant blather, is better than being on a team that does not

Conflict Resolution

Please put your hand up if you have experienced conflict within a team

Was the conflict a help or a hindrance?

Did resolving the conflict help the team move forward?

Best Practice

Being on a team that is able to use the energy from conflict, and resolves every conflict directly and efficiently, is better ...

Best Ideas

Please dance in the aisles if you have been part of a team where everyone fearlessly said their best ideas

What do you mean by “best idea”?

Who can have the team's best idea – and when?

Best Practice

Being on a team where everyone is accountable for saying their best ideas is better ...

Trust

Whistle if you have been on a team that had a high level of trust among all team members

How did you recognize that trust?

What did that level of trust do for the team?

Best Practice

Being on a team that has a high level of trust among the team members is better ...

Best Practices ... so far

- Shared Vision
- Decision Making
- Conflict Resolution
- Best Ideas
- Trust

Best Practices ... more

- Commitment and accountability
- Bias toward action
- Sharing emotional state
- Personal vision
- High bandwidth communication
- Asking for Help
- ...

Resources

- *Software for Your Head*
- Core Protocols
- BootCamp / Reboot / ResultsCamp / Getting Things Done – Together
- www.mccarthyshow.com
- www.adaptivecoach.com
- www.businessimprovementresults.com

Teamwork Best Practices

THANK YOU!