TEAM DYNAMICS:
HOW
EMPOWERMENT
DRIVES
PRODUCTIVITY

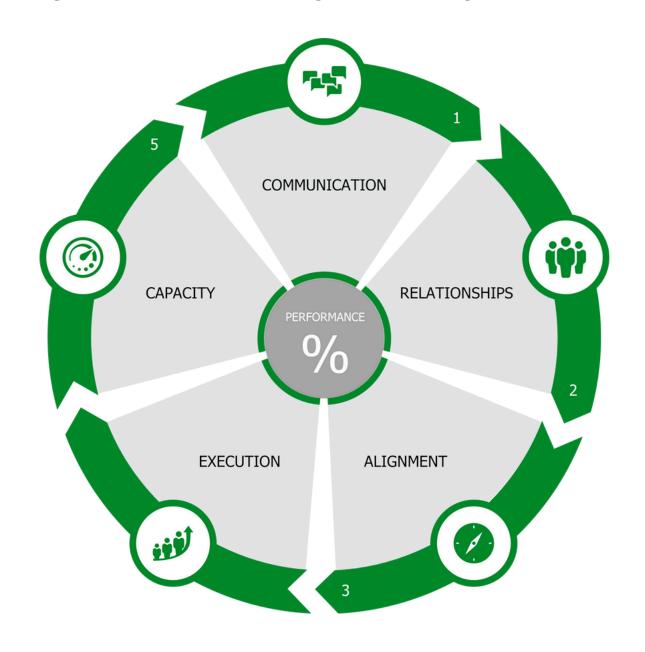




## GOOGLE'S PROJECT ARISTOTLE

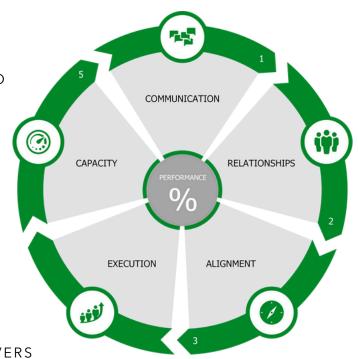


## MAXIMISING TEAM PERFORMANCE



### MAXIMISING TEAM PERFORMANCE

- IN OUR TEAM EVERYONE SPEAKS WE ENSURE EVERY VOICE IS HEARD, VALUED AND APPRECIATED.
- WHEN CHANGE AND CONFLICT ARISE THEY ARE ADDRESSED IN A TIMELY AND HEALTHY MANNER.
- TIME IS STRATEGICALLY ALLOCATED TO THE MOST IMPORTANT TASKS AND OBJECTIVES
- THE TEAM HAS THE TIME, SKILL SETS, RESOURCES AND LEADERSHIP SUPPORT TO FULFILL THEIR RESPONSIBILITIES
- THERE IS A PLAN TO ACCOMMODATE FUTURE GROWTH OPPORTUNITIES



- WE TRUST EACH OTHER
- WE FIGHT FOR EACH OTHER'S HIGHEST POSSIBLE GOOD
- WE TRULY KNOW AND VALUE EACH OTHER

- THE TEAM CONSISTENTLY DELIVERS AGAINST ITS DEADLINES
- THE TEAM DELIVERS AGAINST BUDGET AND TO QUALITY STANDARDS
- EACH PERSON DELIVERS ON THEIR INDIVIDUAL OBJECTIVES AND ACTIONS

- OUR TEAM IS BOUGHT INTO A COMMON VISION, MISSION AND VALUES
- OUR TEAM IS CLEAR ON THEIR ROLES AND RESPONSIBILITIES
- OUR TEAM HAS A SYSTEM FOR MEASURING PROGRESS TOWARD THE STRATEGIC PRIORITIES OF THE ORGANIZATION

### WHEN TEAM PERFORMANCE BREAKS DOWN

#### 1. Communication

A breakdown in communication creates:

- Drama
- Unnecessary conflict
- Inefficiency
- Dropping the ball
- Endless meetings



#### 2. Relationships

A breakdown in relationships creates:

- Gossip
- Mistrust
- Turfwars
- Toxic environments



#### 5. Capacity

A breakdown in capacity creates:

- Burnout
- Staff Turnover
- Missed opportunities
- Stagnation



#### 4. Execution

A breakdown in execution creates:

- Unmet goals
- Missed deadlines
- Blown budgets
- Damaged credibility

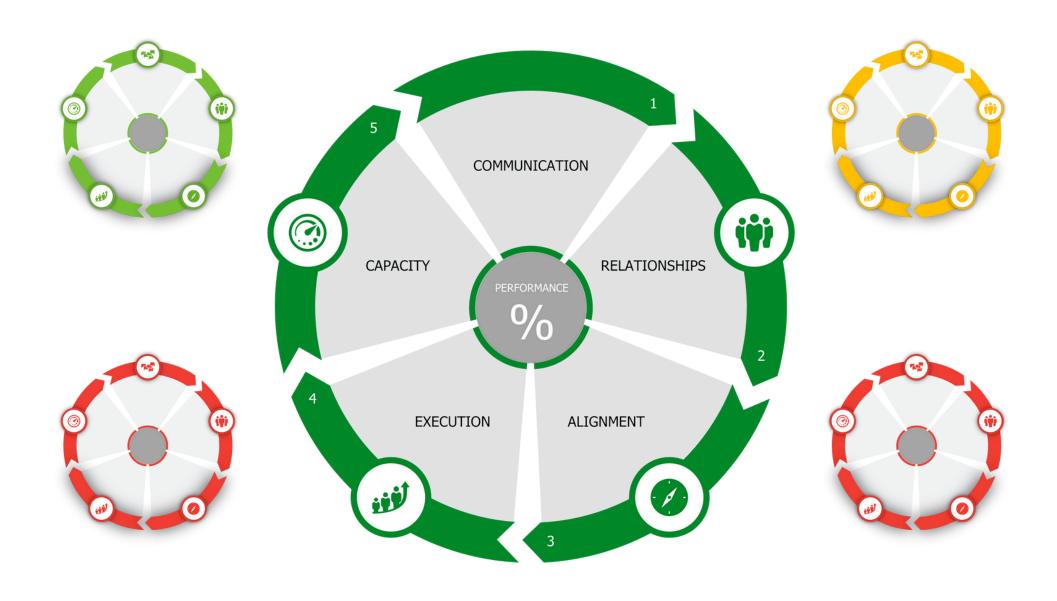


A breakdown in alignment creates:

- Wasted effort
- Duplicate work
- Lost time
- Division

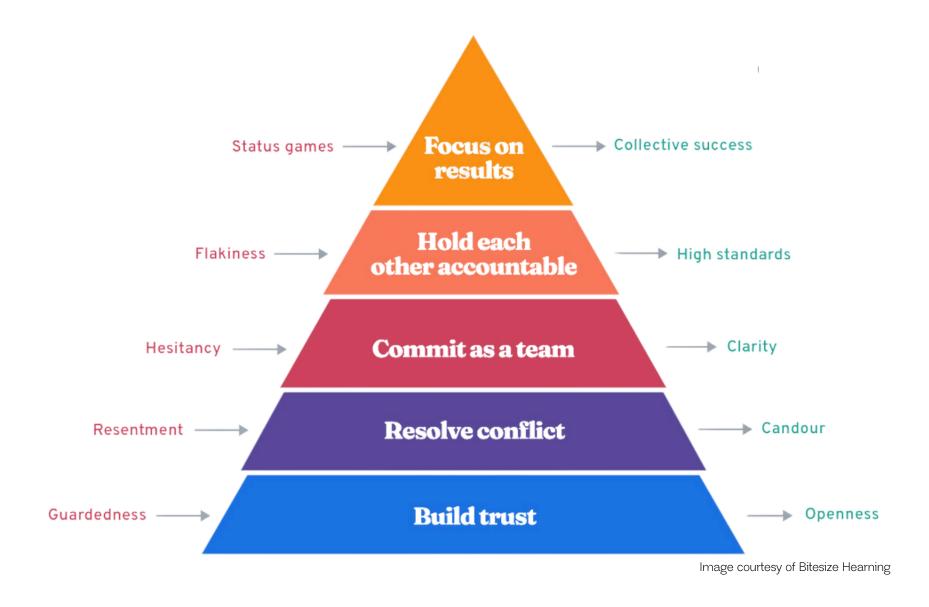


## WIDER IMPACT OF TEAM DYNAMICS



## 5 DYSFUNCTIONS OF A TEAM

### PATRICK LENCIONI



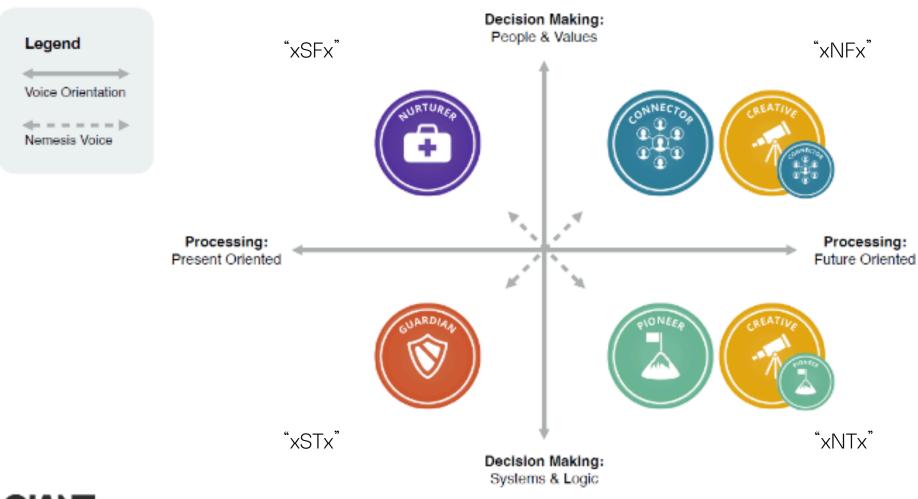
### **5VOICES**





@ Pub House

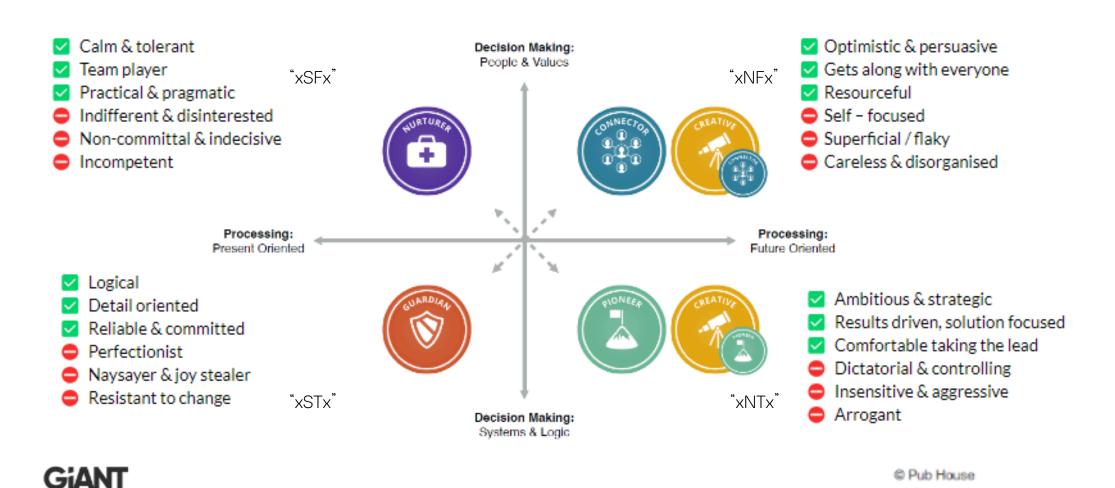
## TEAM DYNAMICS MATRIX



**GIANT** 

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## WHAT IT'S LIKE ON THE OTHER SIDE OF YOU

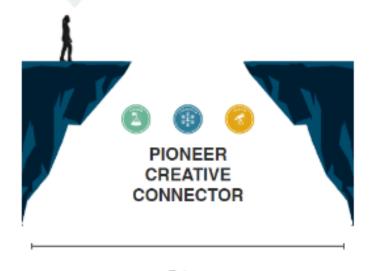


## BUILDING THE BRIDGE

"The vision is compelling, but let's build the bridge together"



Present Oriented "The vision is compelling, we will find a way."



Future Oriented



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# MANAGING EXPECTATIONS





Source: Elizabeth Paul

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