

# TEAM DYNAMICS: HOW EMPOWERMENT DRIVES PRODUCTIVITY

**HELP TO GROW.**  
MANAGEMENT ALUMNI

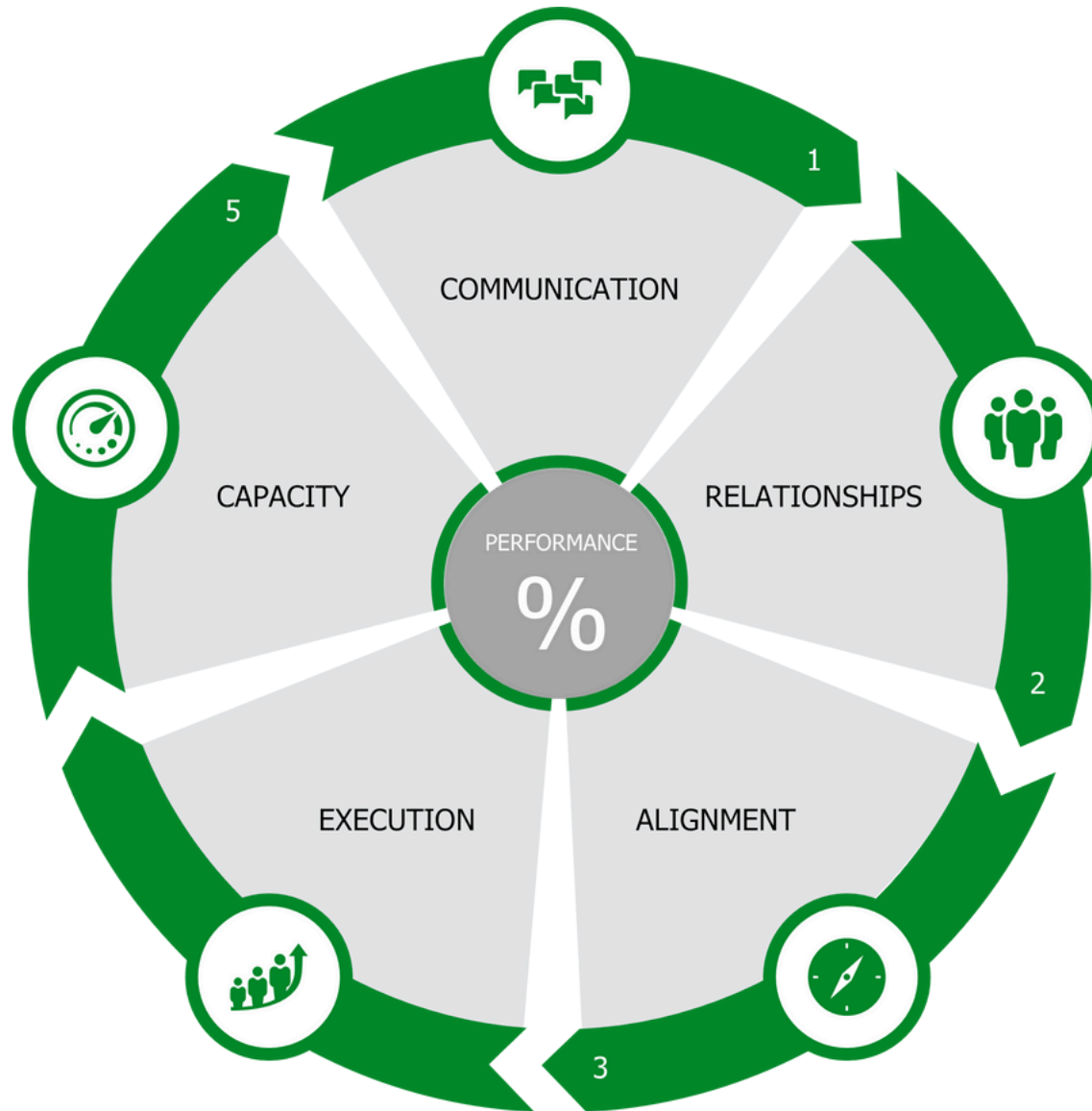


# GOOGLE'S PROJECT ARISTOTLE



Image courtesy of Mutomorro

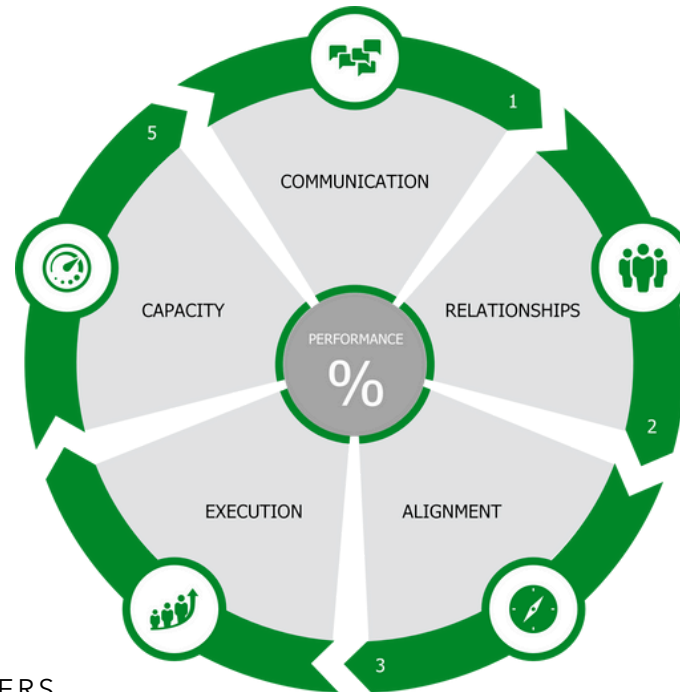
# MAXIMISING TEAM PERFORMANCE



# 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

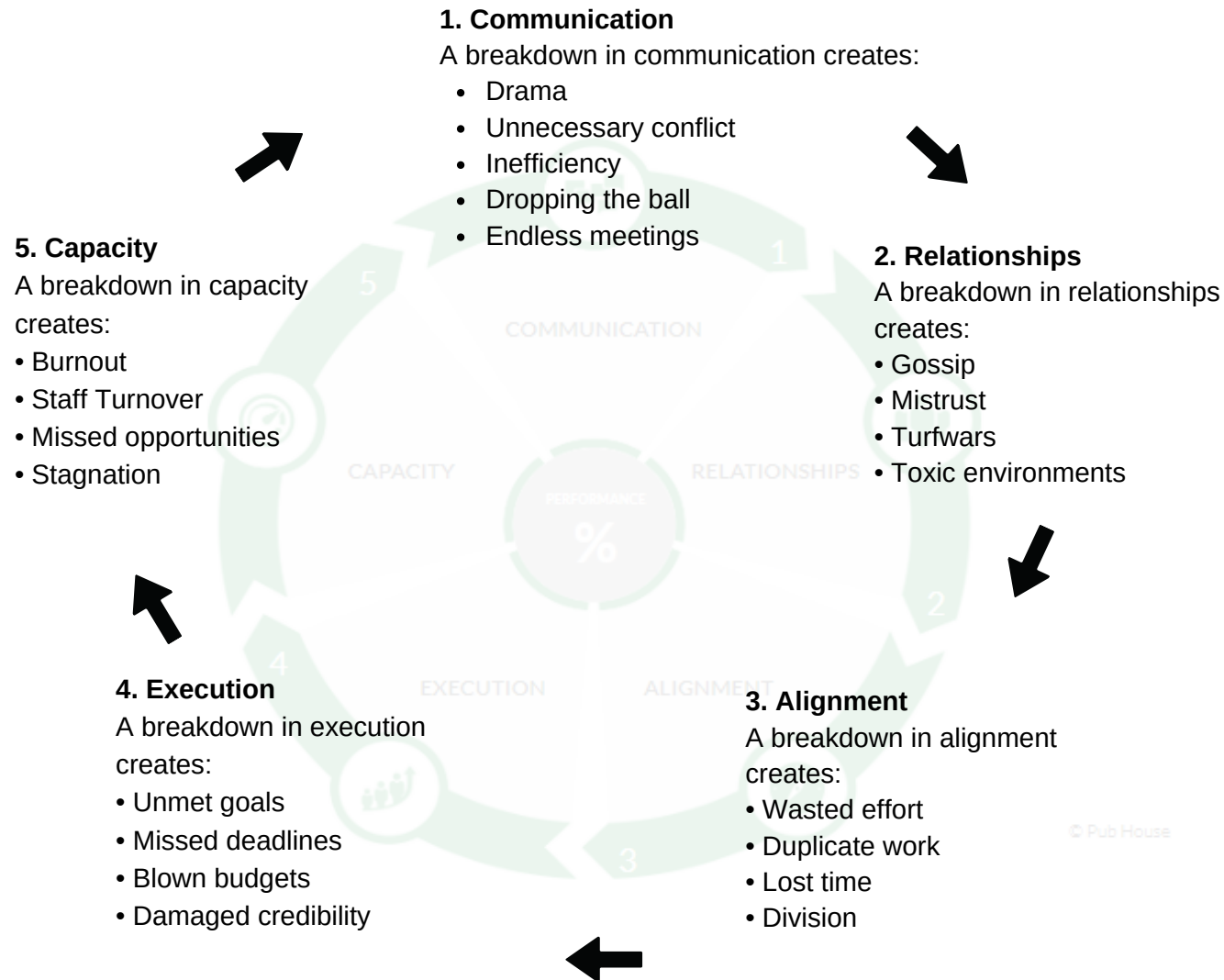


- WE TRUST EACH OTHER
- WE FIGHT FOR EACH OTHER'S HIGHEST POSSIBLE GOOD
- WE TRULY KNOW AND VALUE EACH OTHER

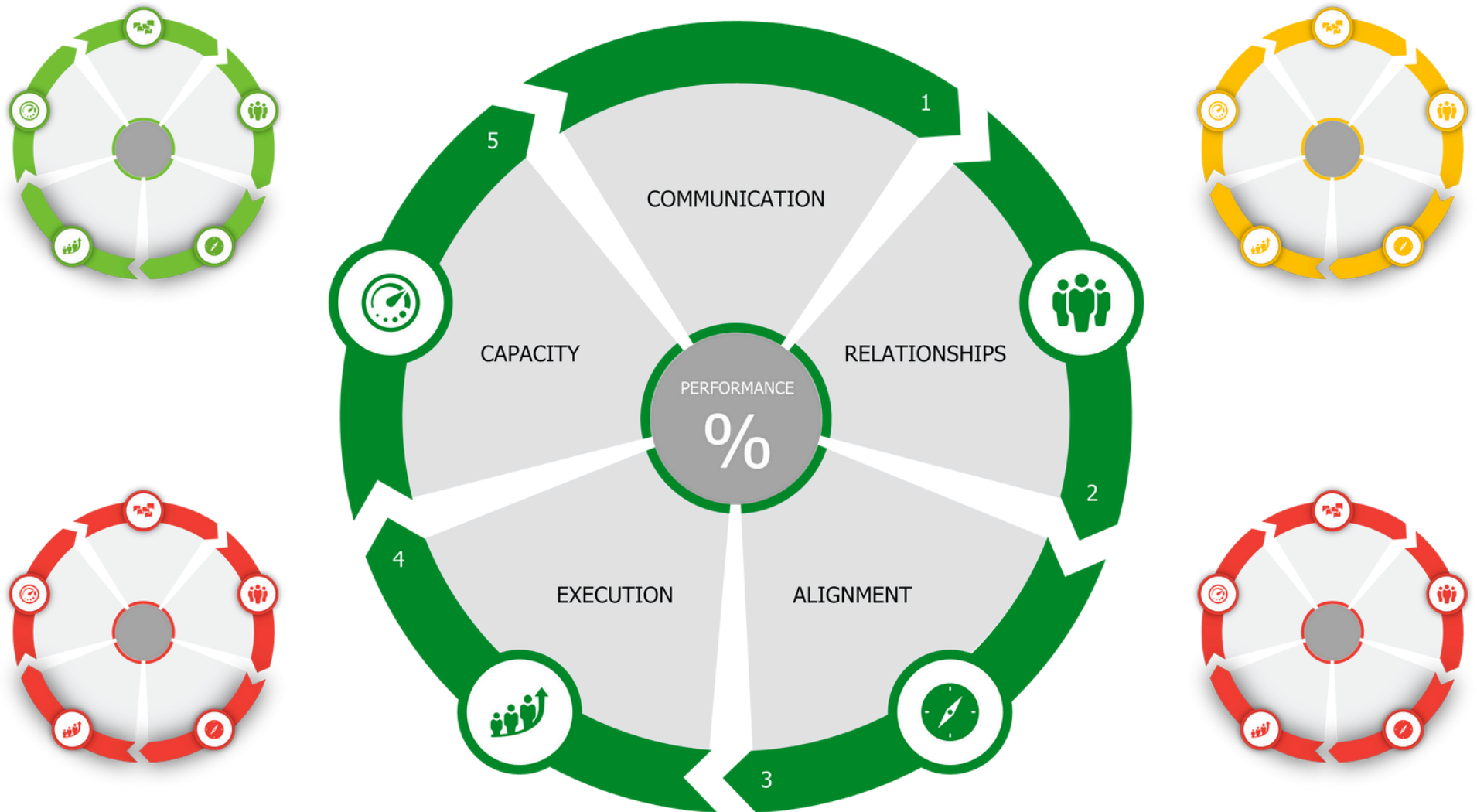
- OUR TEAM IS BOUGHT INTO A COMMON VISION, MISSION AND VALUES
- OUR TEAM IS CLEAR ON THEIR ROLES AND RESPONSIBILITIES
- OUR TEAM HAS A SYSTEM FOR MEASURING PROGRESS TOWARD THE STRATEGIC PRIORITIES OF THE ORGANIZATION

- 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

# WHEN TEAM PERFORMANCE BREAKS DOWN



# WIDER IMPACT OF TEAM DYNAMICS



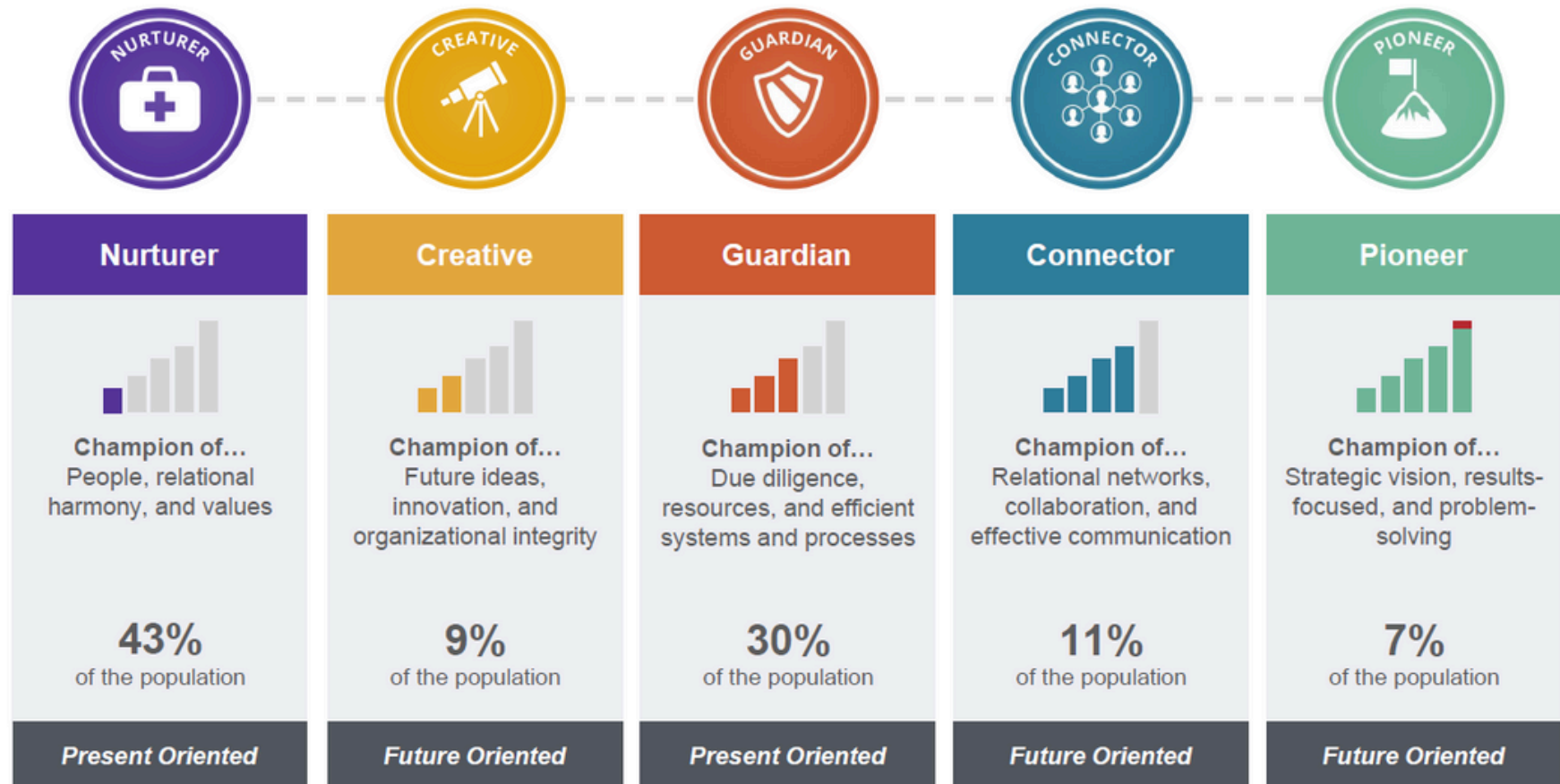
# 5 DYSFUNCTIONS OF A TEAM

PATRICK LENCIONI



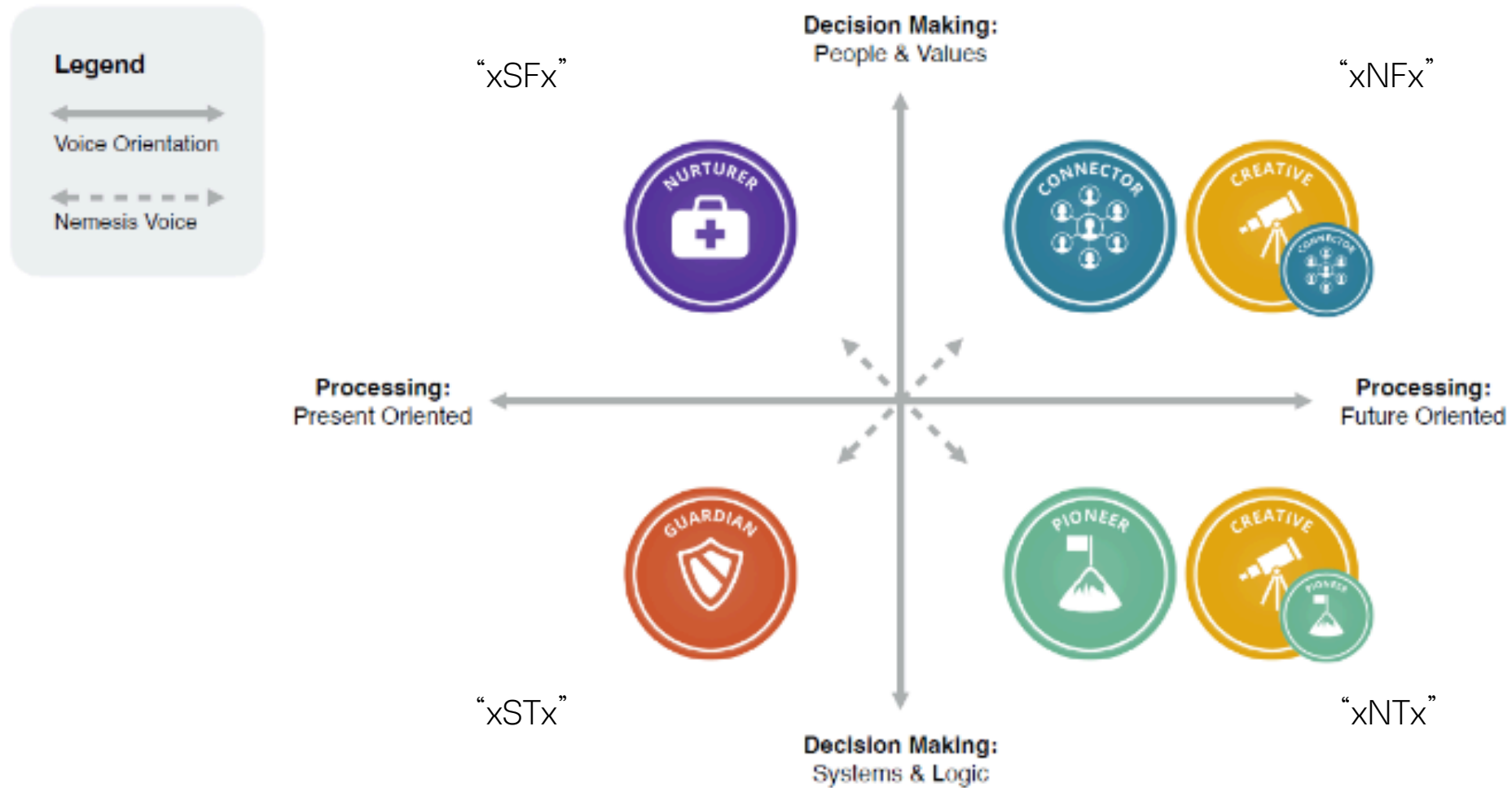
Image courtesy of Bitesize Hearing

# 5 VOICES





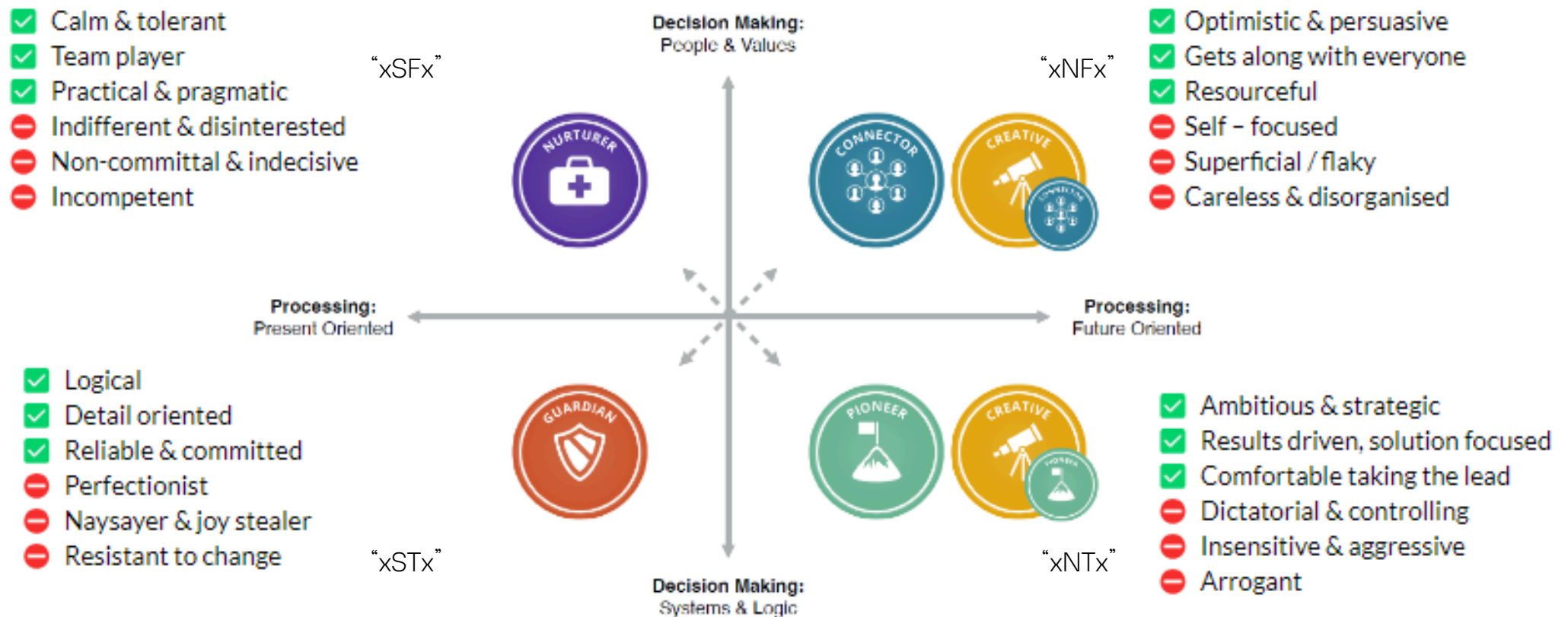
# TEAM DYNAMICS MATRIX



GIANT

© Pub House

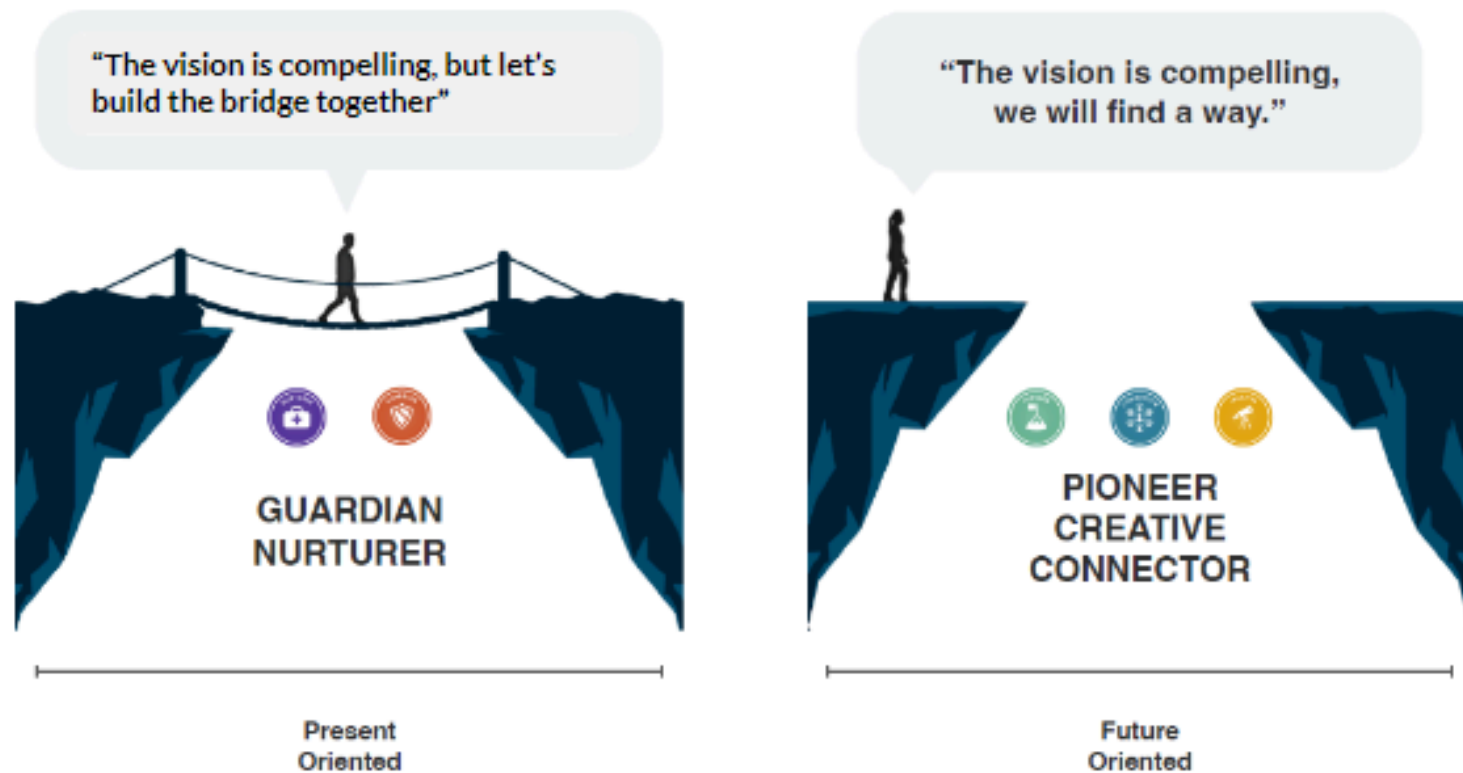
# WHAT IT'S LIKE ON THE OTHER SIDE OF YOU



GIANT

© Pub House

# BUILDING THE BRIDGE



**GIANT**

© Pub House

# MANAGING EXPECTATIONS



**GIANT**

Source: Elizabeth Paul

© Pub House