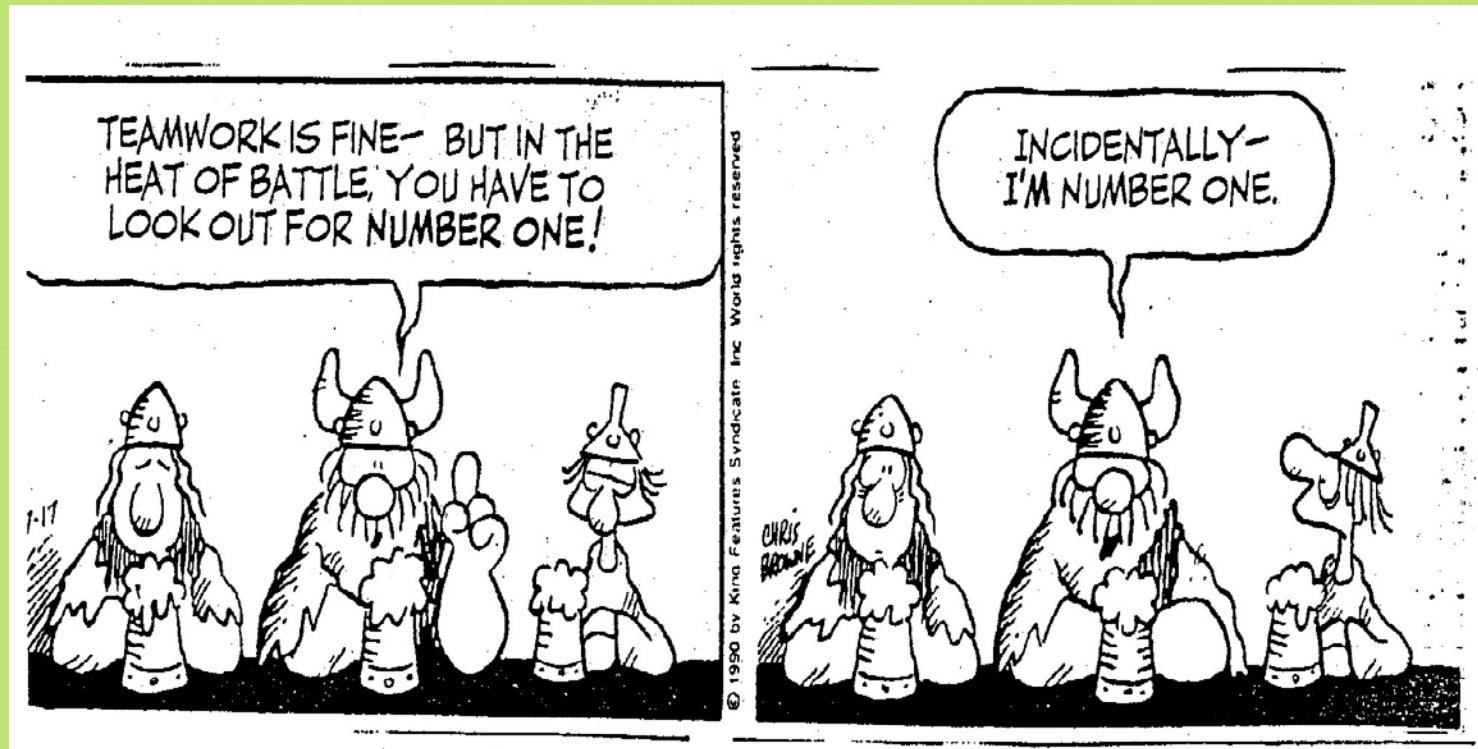


Developing Teams via the Games We Play ...



***Dr. Michal Anne Lord, CPRP, TRS/TXC
Executive Director
Texas Recreation & Park Society***

Team Work?



A Great Leader ...



- ∞ Helps a group of people **identify what** they want **and how** to get it
- ∞ **Influences** that group (free of coercion) to take action to achieve desired outcomes
- ∞ **Achieves** results

What & How



☞ Three **building blocks*** ... **“3 As of Leadership”**

☞ **Analyzing**

☞ **Allocating**

☞ **Aligning**

☞ **Commitment** to developing leadership skills ...
hard work

* Geoff Smart (2012) LEADOCRACY: Hiring More Great Leaders (Like You) into Government



Developing leadership skills requires ...



-
- Excellent **behavior observation skills**
 - **Process recognition**
 - **Intra- and inter-personal understanding**



"Every time I put
my best foot forward,
somebody
stomps on it!"



True Leaders *Develop Teams*

A decorative flourish or symbol, resembling a stylized '3' or a calligraphic flourish, centered below the horizontal line.

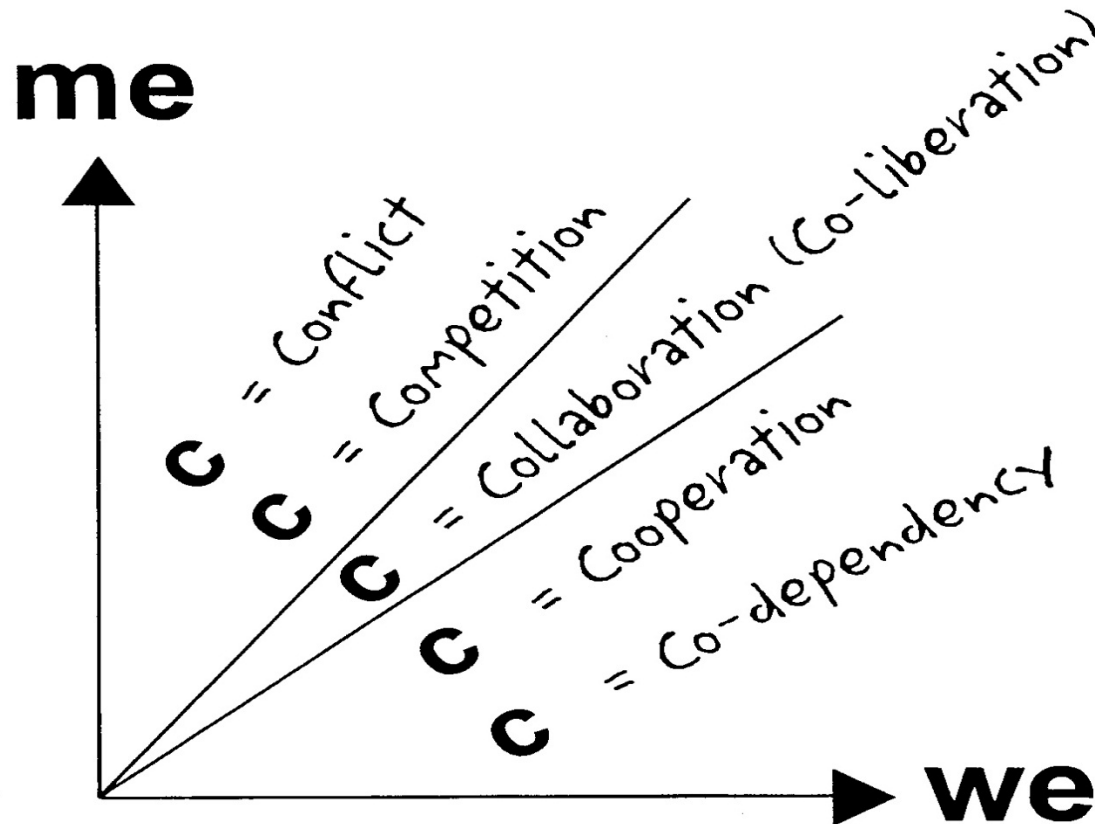
TEAM

is


ownership + responsibility

respect + trust = conflict resolution

Me-We Diagram



Based on the work of **Bernie De Koven**,
DeepFUN.com with contributions from David Williamson



Critical Elements of Teamwork

(Barr & Barr, 1994)



ATTITUDES & VALUES

- **Trust:** belief & expectation in honesty, reliability & trustworthy intention of others
- **Candor:** frank expression, straightforwardness
- **Shared values:** agreement about what is important, top priority & essential ... worthwhile principles
- **Participation:** actively share, support & take part (a commitment)

SKILLS, PROCESSES & ACTIONS

- **Accurate listening:** dedication to listen to message from all 4 quadrants
- **Shared reasoning:** state premises, assumptions & conclusions ... verbalize
- **Conflict Resolution:** identify issue, alternatives, seek solution that's fair & reasonable
- **"stakeholders' input:** the perspective/info of those affected by decisions

Top Performing Teams



Patrick Lencioni

Laws of Teamwork

continued



-
- ∞ The law of the **CHAIN**: the strength of the team is impacted by its weakest link.
 - ∞ The law of the **CATALYST**: winning teams have players who make things happen.
 - ∞ The law of the **VISION** (Compass): vision gives team members direction and confidence.
 - ∞ The law of the **BAD APPLE**: rotten attitudes ruin a team.

More Teamwork Laws



- The law of **COUNTABILITY**: teammates must be able to count on each other when it counts.
- The law of the **PRICE TAG**: the team fails to reach its potential when it fails to pay the price.
- The law of the **SCOREBOARD**: the team can make adjustments when it knows where it stands.
- The law of the **BENCH**: great teams have great depth.

Teamwork Laws



- The law of **IDENTITY**: shared values define the team.
- The law of **COMMUNICATION**: interaction fuels action.
- The law of the **EDGE**: the difference between two equally talented teams is Leadership.
- The law of **HIGH MORALE**: when you're winning, nothing hurts.
- The law of **DIVIDENDS**: investing in the team compounds over time.



"You don't have to be
crazy to work here ..
but it helps."



Advice for Survival

via Tom Peters (1990) [Search or Excellence](#)



-
- 1) Don't Think **Do**
 - 2) **Fail** with Flair
 - 3) **Listen** Naively
 - 4) **Ask** Dumb Questions
 - 5) **Get Others** Involved
 - 6) Go to the **Sound of the Guns**
 - 7) Have **Fun** Make it Fun
 - 8) Be **Interesting**