


Bridge to Excellence

Building Team to Support Vision
May 18, 2010

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First things first....

Why do we exist?

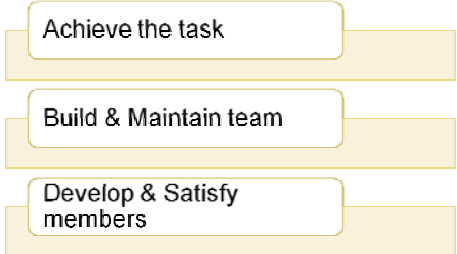
What is our purpose?





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Adair Team Development Model



- Achieve the task
- Build & Maintain team
- Develop & Satisfy members




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Process Check

Pause and review status in order to

- define objectives and plan
- provide support
- monitor achievements
- evaluate the status of the three "areas"




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Avoid...

Flat Tires
Attend to areas according to needs




Dead Batteries
Keep areas 'charged' rather than depleted and subsequently recharged.


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Essential Team Skills



- Communication
- Decision Making & Problem Solving
- Conflict Management
- Accountability
- Role Clarity & Team Talents



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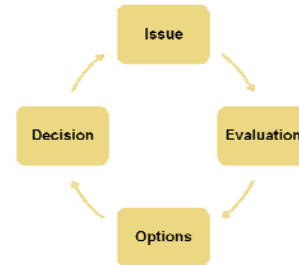
Communication



- Know styles
- Decide frequency
- Agree on level of content
- Establish culture of timely feedback



Decision Making



Conflict Management



- **Keep the focus on your purpose; not on the person**
- **Talk about the goal; what success will be**
- **State the facts as you see them; invite their perspective**
- **Zip your lips!**



Role Clarity & Team Talent



- What talents are needed?
- Which ones do you have?
- How can you develop them? Outsource?



Accountability



- Define results needed
- Regular check in
- Don't rescue
- Give timely feedback



Questions?

Thank you!

