

The background is a dark blue field filled with various colorful, rounded rectangular and circular shapes in shades of red, orange, yellow, green, and purple. The shapes are scattered across the field, creating a vibrant, abstract pattern.

Teamwork

Works!

Working Together to
Multiply Effectiveness



Objectives Today

- Explore positive pathways to work as a team
- Discover traps that impede our teamwork
- Consider ways to measure Team effectiveness




- Determine SWOTs
- Develop & Model Core Values
- Create and Share the Vision
- Legacy Development
- Communicate- clearly, honestly, positively and often!

What Do Effective Teams

Do?





9 Ways Teams can Multiply Everyone's Effectiveness

- Share & Work the **SAME** Vision
- **Participative Leadership:**
Interdependent, sharing
Strengths for unified success

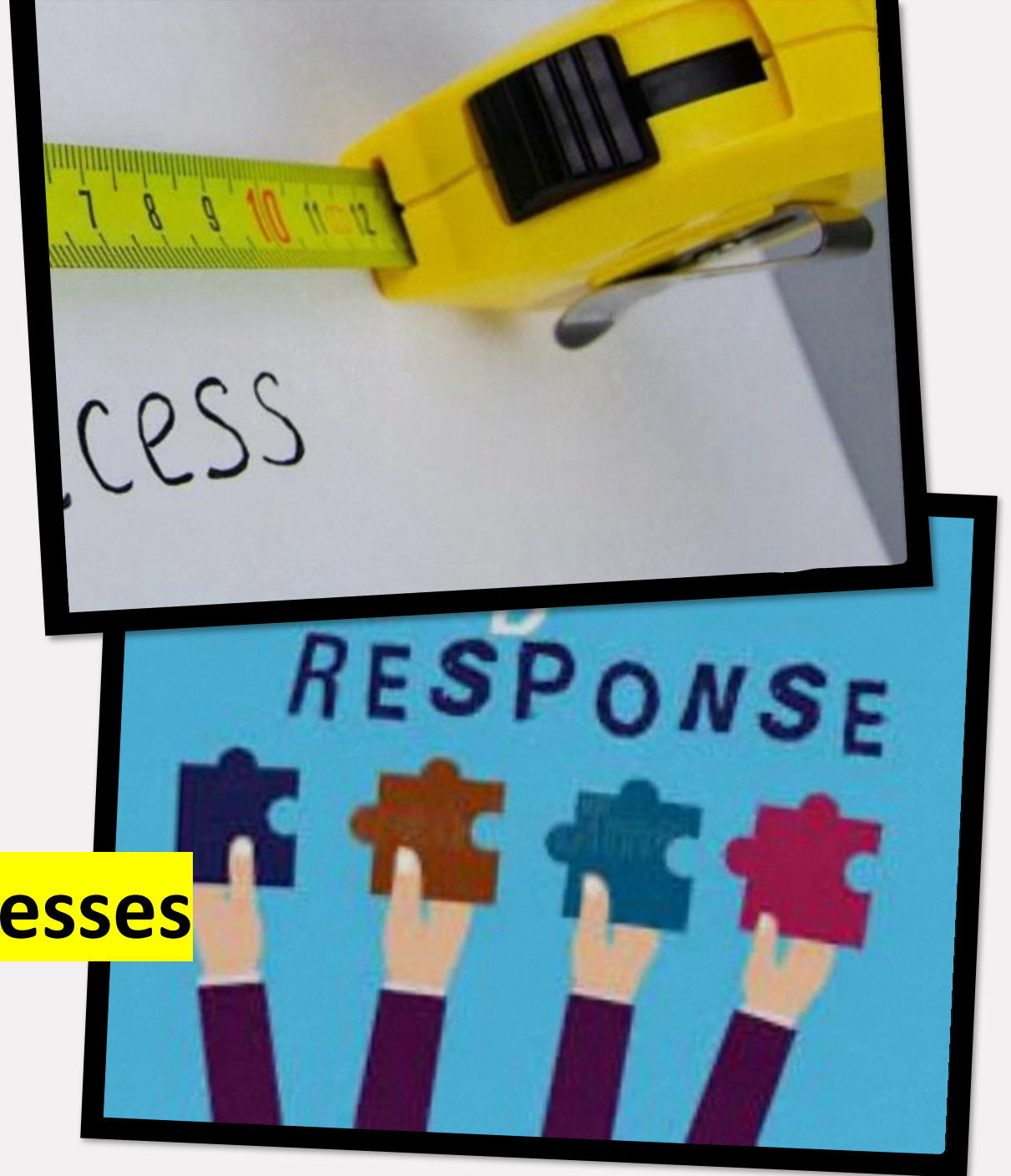


Multiplying Effectiveness

- **Shared Responsibility**
- **Aligned on Purpose**
- **High Communication
Commitment**
- **Future Focused**
- **Know your own Strengths &
Weaknesses**



- **Rapid Response**
- **Measure & Evaluate**



Multiplying Successes



***What do you
want me to do
again????***





Behaviors in a Team that...



MULTIPLY EFFECTIVENESS

- Compassionate Honesty
- Creativity
- Openness
- Seek Understanding
- Curiosity
- Prepared

SUBTRACTS

EFFECTIVENESS

- Harsh Criticism/Gossip
- Unwilling to try new
- Personal Agendas
- Argumentative
- Closed Mind
- No or Insufficient Prep





- **Listening**
- **Trust**
- **Skilled/Competent**
- **Humor/Laughter**
- **Accountability**
- **Respect**
- **Confidentiality**
- **Participates/Shows Empathy**



- **Controlling the Conversation**
- **Questions Motives**
- **Quits Pursing Learning**
- **Negative Language/Side talk**
- **Resists Accountabiity**
- **Lacks Discretion**
- **Critical & Blaming**

Did I Do That???



- Are the vision & strategic goals being accomplished? How & when?
- Are team members engaged & contributing consistently?
- How many celebration moments have you shared because large or small goals have been accomplished?
- Are you incorporating new people, new approaches & new skills in pursuit of your vision?



What Helps Us Be Successful Together...

Specifically?

- **Establish clear & specific objectives**
- **Provide clear job descriptions & purpose**
- **Small Goals as well as large; they need to be measurable and have clear steps to completion**
 - **Practice accountability with all**
- **Honestly assess; celebrate successes & and redirect on challenges**



There are
no problems we cannot
solve together,
and very few
that we can solve *by ourselves.*

—Lyndon B. Johnson



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**TEAMWORK IS BIRTHED
WHEN WE CONCENTRATE
ON “WE” INSTEAD OF
“ME.”**



**Teamwork Grows when
we Share the Same Vision
& Commitment to
Serving.**





THE STRENGTH OF THE
TEAM IS EACH
INDIVIDUAL MEMBER.
THE STRENGTH OF EACH
MEMBER IS THE TEAM.

PHIL JACKSON

