Team Development: Getting to Wow (or at least “go”)
Ways to use today’s info

• Using teams in the classroom

• Participating as a member of a team

• Teaching about teams
Basic premise...

You are not alone...
You will need others’ help to accomplish your dreams
There will be some highs and lows...

“Well, partner, we’re either going to be the greatest team ever to hit town or we’re going to end up killing each other.”
“Teamwork is the ability to work as a group toward a common vision, even if that vision becomes extremely blurry.”

Unknown
Today’s big idea...

Teams are organic, dynamic entities with predictable stages.
How our flock begins...

History of our names...
Phases of Team Development

1. Orientation
   - Why am I here?
   - Resolved: Purpose, Personal Fit, Membership
   - Unresolved: Uncertainty, Fear

2. Trust Building
   - Who are you?
   - Resolved: Mutual Regard, Forthrightness, Spontaneous Interaction
   - Unresolved: Mistrust, Caution/Facade

3. Goal Clarification
   - What are we doing?
   - Resolved: Clear, Integrated Goals, Identified Roles
   - Unresolved: Apathy, Skepticism, Irrelevant Competition

4. Commitment
   - How will we do it?
   - Resolved: Clear Processes, Alignment, Disciplined Execution
   - Unresolved: Dependence, Resistance

5. Implementation
   - Who does WHAT, WHEN and WHERE
   - Resolved: Shared Vision, Allocated Resources, Organizational Decisions
   - Unresolved: Conflict, Nonalignment, Missed Deadlines

6. High Performance
   - Wow!
   - Resolved: Flexibility, Intuitive Communication, Synergy
   - Unresolved: Overload, Disharmony

7. Renewal
   - Why continue?
   - Resolved: Recognition, Change Mastery, Staying Power
   - Unresolved: Boredom, Burnout

Drexler-Sibbet Team Performance Model

Creating vs. Sustaining

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The tower challenge
Another Model...

- Goals are clear and understood
- There is a climate of trust and support
- Differences between people are identified
- People understand and accept their roles
Discussion

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Taking it with you...

- What will you do next?
- How will you practice?
- A poem for the journey

“Without leaps of imagination or dreaming, we lose the excitement of possibilities. Dreaming, after all, is a form of planning.”

— Gloria Steinem
BUILDING TRUST.
CULTIVATING RELATIONSHIPS.
DELIVERING RESULTS.

Thank You!
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Five rules of life (and leading)

- Show up
- Be present
- Speak your truth
- Don’t be attached to an outcome
- Be open to all possibilities