

TEAMING UP



EFFECTIVE TEAMS



SHARED LEADERSHIP
SHARED VISION
TENACITY
STRONG INDIVIDUAL EFFORT



“New Directions in Team Effectiveness: Lessons from the Wild Dogs of Africa”, Washington, Chuka, Hacker—2004

Shared and Flexible Leadership

Taking turns to preserve strength!



**Team leadership can be a collection of roles—
shared, rotated, split apart, or used subsequently**

Shared Vision



The goal that inspires!



As a team, develop a clear, vivid, and compelling goal, one that taps into the emotions and energy of your team mates.

Tenacity

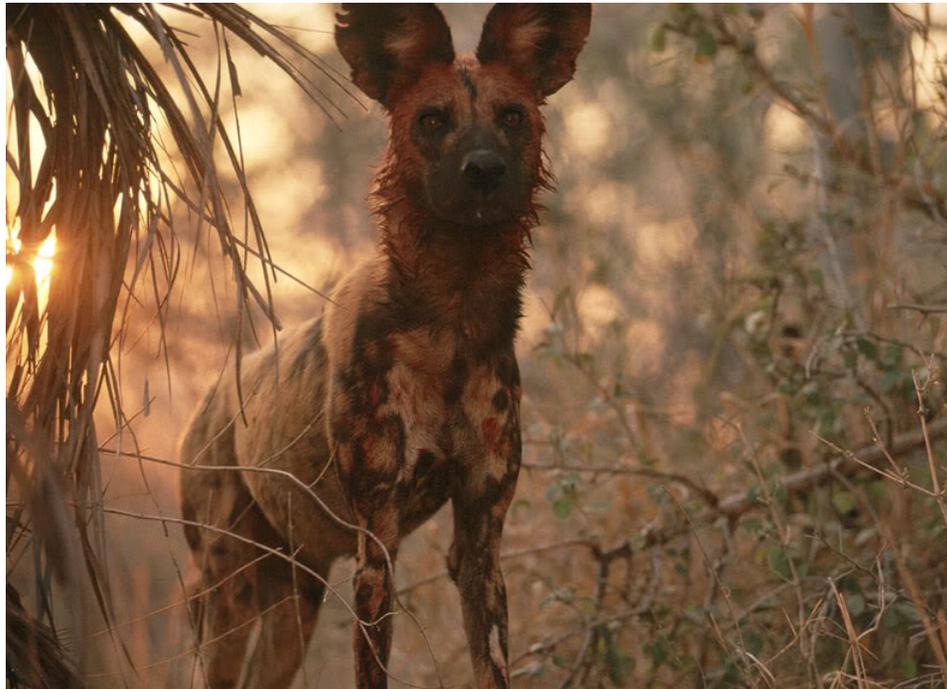


Tenaciously, wild dogs wear down their prey together!



Build a team of determined individuals who are willing to tenaciously, patiently, work together to achieve goals!

Individual Contribution



Successful individuals committed to the team!

TEAM BUILDING

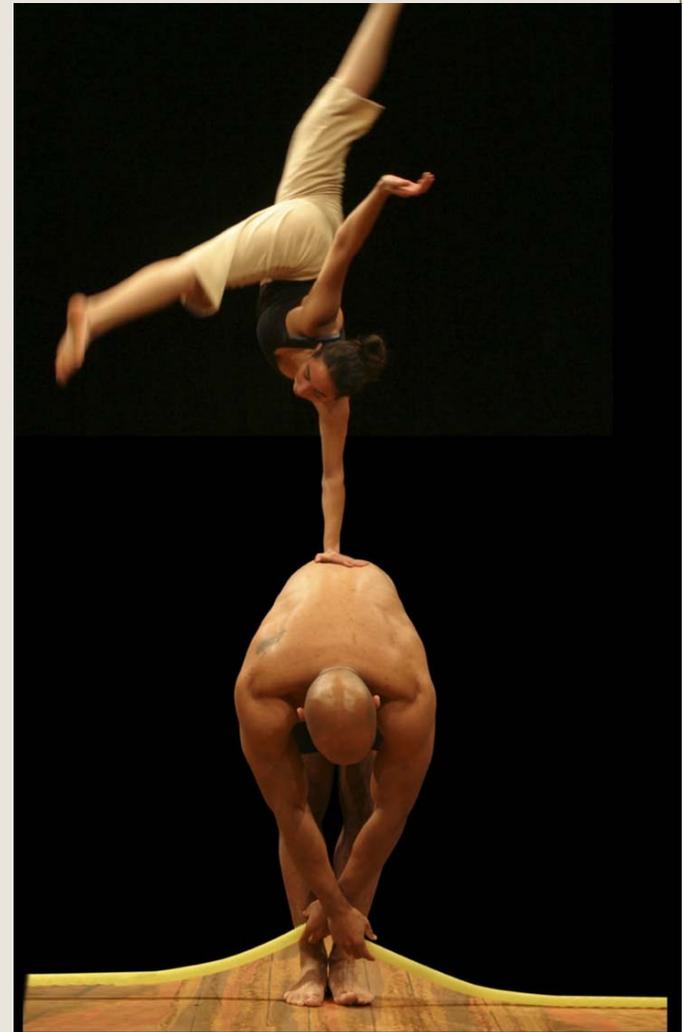


Linking actions and activities with purpose!

Develop the structure!



- Define the team you want to build
- Develop the vision and the goal together as a team
- Determine how team members fit into the overall plan
- Define the process
- Take advantage of the strengths of each team member
- State expectations, be clear about what needs to be accomplished
- Clarify tasks, roles, and expectations
- Set ground rules and define expectations
- Establish a method for arriving at consensus
- Facilitate team problem-solving
- Honor the agenda



Build collaboration!



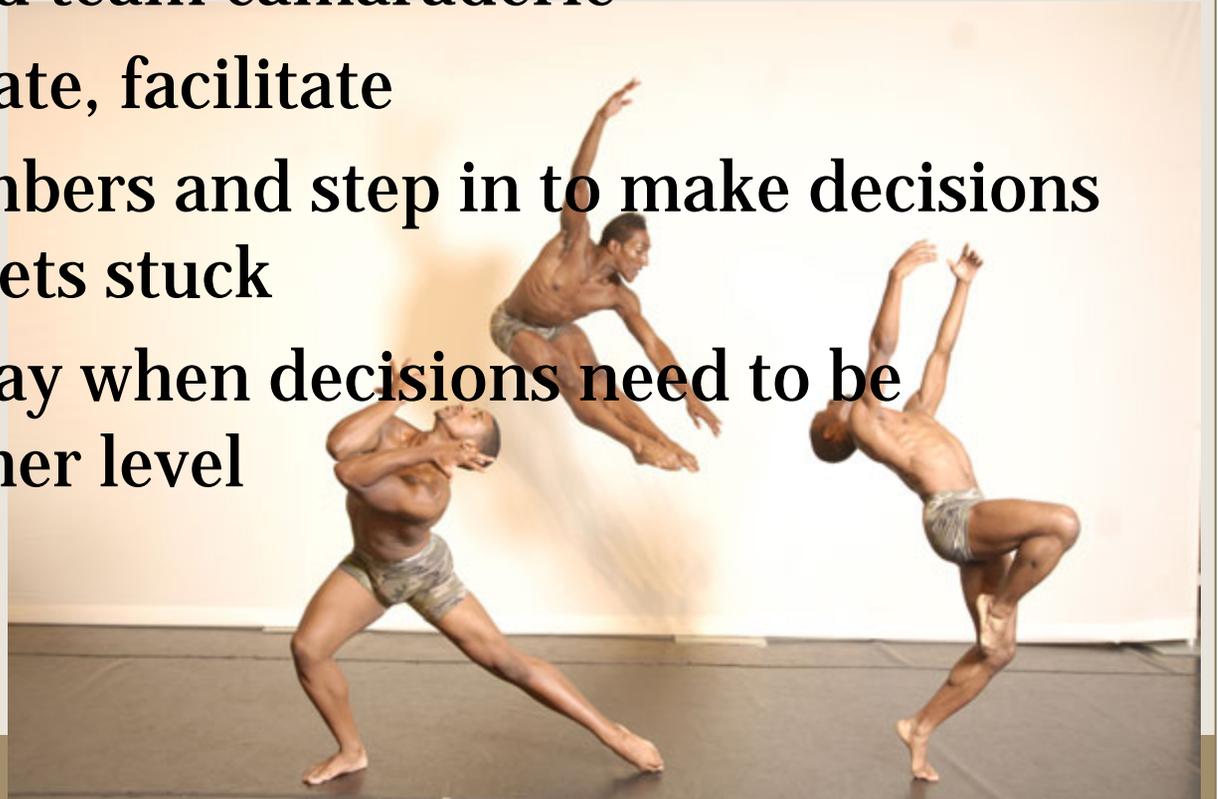
- Consider each member's ideas as valuable
- Be open and sensitive to people's moods and feelings
- Act as a harmonizing influence
- Communicate clearly
- Encourage trust and cooperation
- Create a space where team members feel safe sharing and contributing their ideas



Build and rebuild the process!



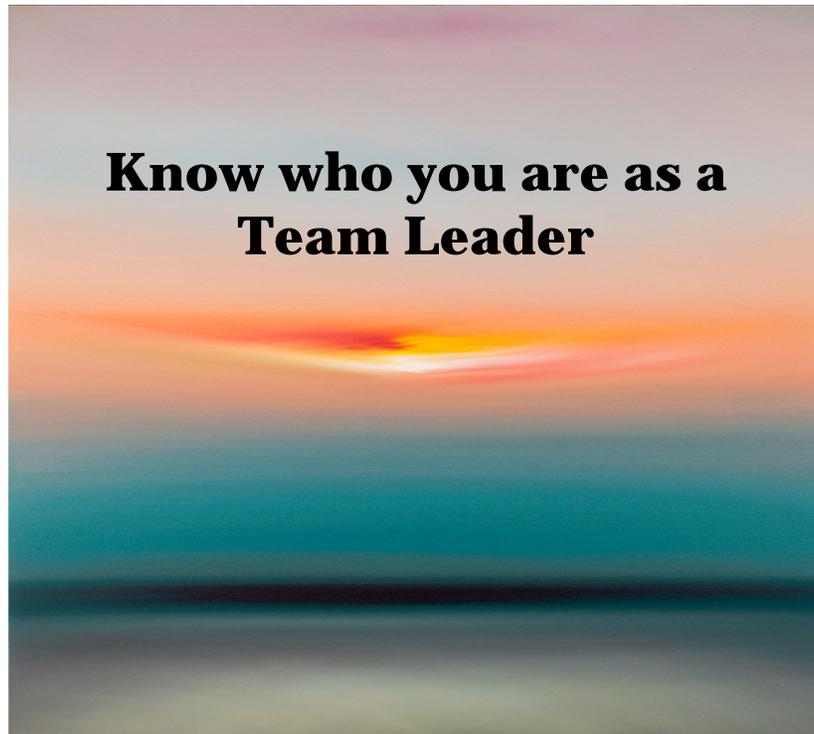
- Monitor progress of the team
- Celebrate achievements with the team
- Continue to build team camaraderie
- Facilitate, facilitate, facilitate
- Guide team members and step in to make decisions when the team gets stuck
- Serve as a gateway when decisions need to be reached at a higher level



Team Leader Self-Assessment



**Know who you are as a
Team Leader**



Creating a Shared Vision



As a team leader, what do you think are your strengths in creating clarity for the team?

What do you think are your most important areas for improvement in creating clarity for the team?

Building Trust



As a team leader, what do you think are your strengths in building trust?

What do you think are your most important areas for improvement in building trust?

Sharing Power and Influence



As a team leader,
what do you think are your
strengths in sharing
power and influence?

What do you think are your
most important areas for
improvement in sharing
power and influence?

Developing People



As a team leader, what do you think are your strengths in developing people?

What do you think are your most important areas for improvement in developing people?

Self Reflection



As a team leader, what do you think are your strengths in self-reflection?

What do you think are your most important areas for improvement in self-reflection?

Team Leadership Exercise



What's your
Leadership
Style?

- Directive (autocratic)
- Democratic (participative)
- Delegative (free reign)

What kind of leader are you?

TO EFFECTIVELY LEAD, YOU MUST FIRST KNOW YOURSELF



Establish your personal leadership philosophy



- People work best with consistent and predictable leaders
- Leaders can be more consistent when they have a firm and abiding commitment to their personal values
- Help you identify what you hold important
- Help you establish your ethical rules of leadership
- Help you consider your personal idiosyncrasies



Exercise: Personal Leadership Philosophy Development



- 1) Divide a sheet of paper down the middle. On the left side of the paper, write the title “Good Leader”. Now think of the best leader you have ever worked for or with and write a bullet list of characteristics, actions, values, skills and abilities (technical and interpersonal) about that person
- 2) Title the right side of the paper, “Poor Leader”. Do the same down the right side for the worst leader you have ever worked for or with.



Exercise: Personal Leadership Philosophy Development



- 3) Examine your list of best and worst. On the back of your paper, write “I believe a good leader is...” Next, describe what you feel are the 5 most important attributes of an ideal leader. This is a list of your leadership values and will be the basis for your own personal ideal leadership best practices
- Note: Sometimes the traits of bad leaders translated into positive attributes address areas you would not normally think of.



Exercise: Personal Leadership Philosophy Development



- 4) Now that you have your list of ideal leadership values, think about how you see yourself putting those into practice—into action. Try to probe more deeply into the good leadership practices that link directly to your own values.
- 5) Write the title, “I believe good leaders will...” Next, list the ideal leadership practices that you most strongly want to see and develop in yourself.

Exercise: Personal Leadership Philosophy Development



- 6) Your list of personal, ethical rules of leadership, if done thoughtfully, should reveal your innermost beliefs about the role of leading others. Write the title, “I believe that...” Next, write down your innermost beliefs about the role of leading others.



Exercise: Personal Leadership Philosophy Development



- 7) Write the title, “Hot buttons” Next, write down your particular likes, dislikes, quirks, and pet peeves. For each, explain in a sentence or two how the hot button affects your behavior as a leader.



Congratulations!



You've developed your first draft! Take some time to let this exercise soak in then revisit your draft within the next week and from it develop a one page, concise Personal Leadership Philosophy. Add things you've forgotten. In another week, read it again and polish it up. Post it in your space, review it regularly.



Strive to live it!

Thank you!



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