

How to turn your team into a **TEAM!!!**

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SENIOR VP OF LEADERSHIP DEVELOPMENT

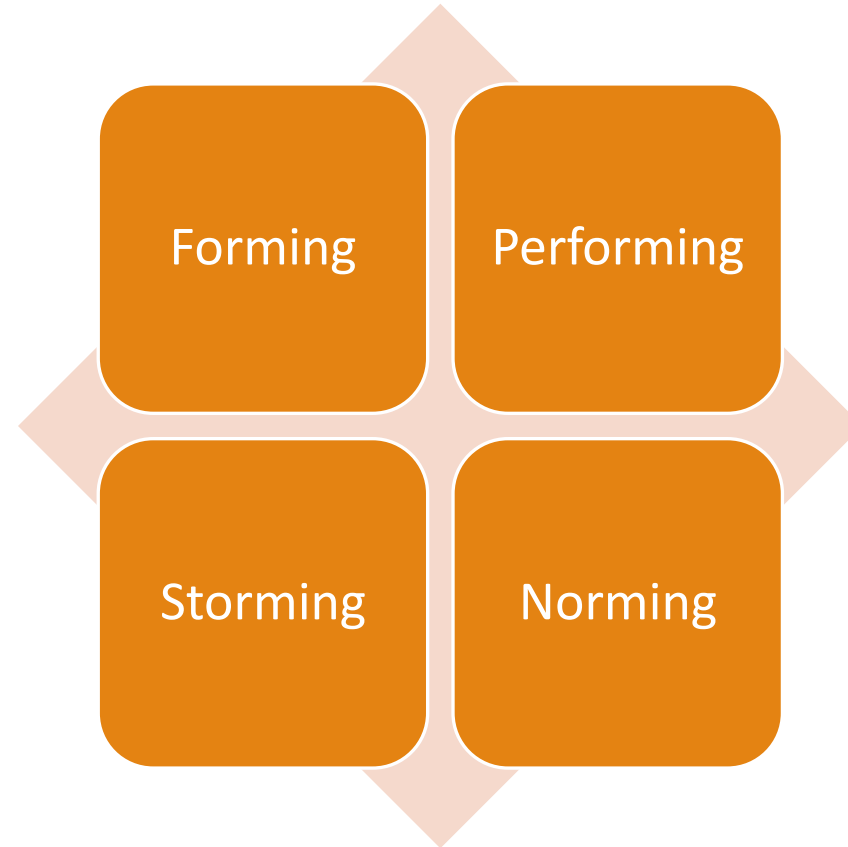
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Overview

1. Understanding the Stages of Team Development
2. Understanding the Role of Trust and How to Build Trust
3. Understanding the Power of Shared Stretch Goals
4. Understanding the Importance of Empowerment

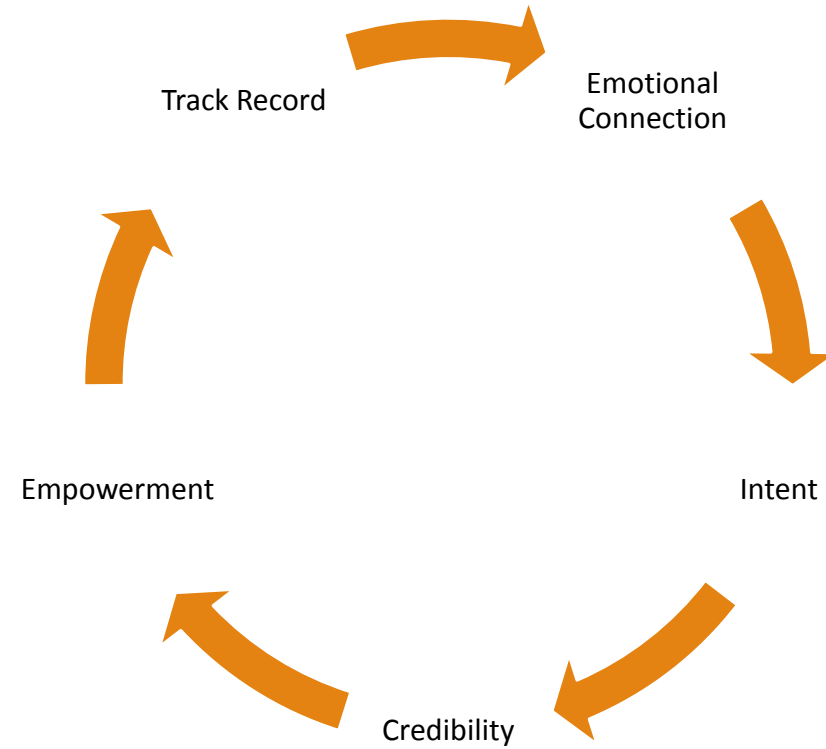
Stages of Team Development

4 Stages of Team Development



TRUST

How Trust Grows



Shared Stretch Goals

Shared Stretch Goals

1. Create Emotional Buy-in
2. Create Common Ground
3. Create Passion
4. Create Accountability

Empowering Others

WE DON'T LEAD BY BEING CORPORATE. WE LEAD BY BEING HUMAN.

The Opposite of Empowerment is...

1. Exerting your experience over the input of others.
2. Overemphasis of reaching goals at the expense of interactions.
3. Asserting dominance over collaboration.
4. Labeling people.
5. Obsession with secondary matters, while ignoring the elephant in the room

The Opposite of Empowerment is... (Cont)

6. Requiring an Account of Conversations with Others.
7. Issuing orders for subordinates, while stating, “Leave my name out of it.”
8. Being the smartest person in the room about everything. Every time.
9. Punishing Dissenting Opinions.
10. Creating a Culture where the litmus test for every decision is “What will the leader think?”

Empowered Teams...

Practice Intentional Redundancy of Communication. (No Surprises!)

WOW Each Other First!

Cheer with and for Each Other