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# **Module 5: Teamwork & Teaming --- Artful Decision Making**

*Parry Sound-Muskoka Leadership Program  
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# Purpose

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Add to your skill at supporting one or more teams to perform.

# Goals

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- Build on know-how of what makes great teams.
- Become more aware of strengths and areas for development of your work groups/teams.
- Practice teaming.



# Listen, Learn, Lead: Stanley McCrystal

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- [http://www.ted.com/talks/stanley\\_mcchrystal.html](http://www.ted.com/talks/stanley_mcchrystal.html)



# Of the 3 C's for great leadership, the most important one is...

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1. Caring
2. Charisma
3. Character
4. Cautiousness
5. Confidence



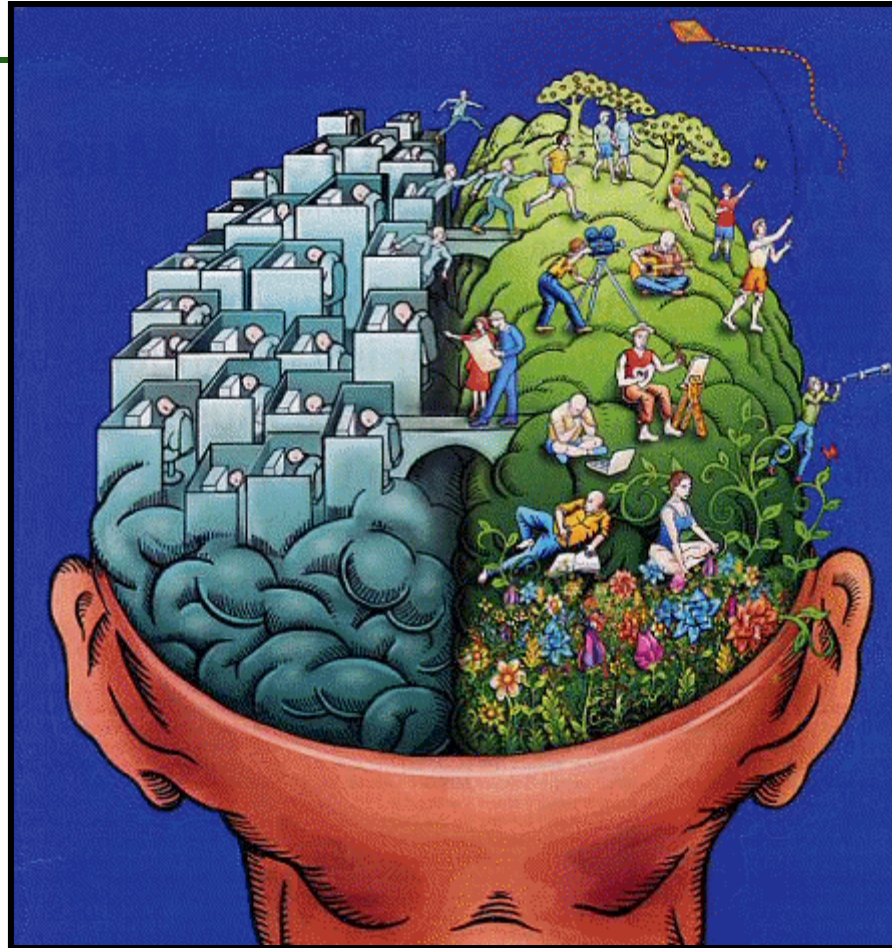


## The worst way to convince a “right brain” person of the urgency of change is to...

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1. Provide an action plan.
2. Tell a story of a person that’s “been there”.
3. Present evidence in the form of graphs and tables
4. Ask the person how she/he feels.
5. Describe a vision.





# Agenda

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- Music: Team 3 – The Sled Dogs
- The View on Leadership and Teamwork from the Military
- Review & agenda for today
- Special Activity: Team 4 – S & M<sup>2</sup> 'D
- Insights on Teamwork & Teaming: Team 5, MEDI - ITES
- Closer Look at Team Success Factors & Teaming on the Job
- Inspiration: Team 3, The Sled Dogs
- Preparing for Module Six: Sparking Creativity and Innovation
- Reflections and Feedback
- Book Raffle
- Wrap Up



# Special Activity: Team 4 – S & M<sup>2</sup> ‘D

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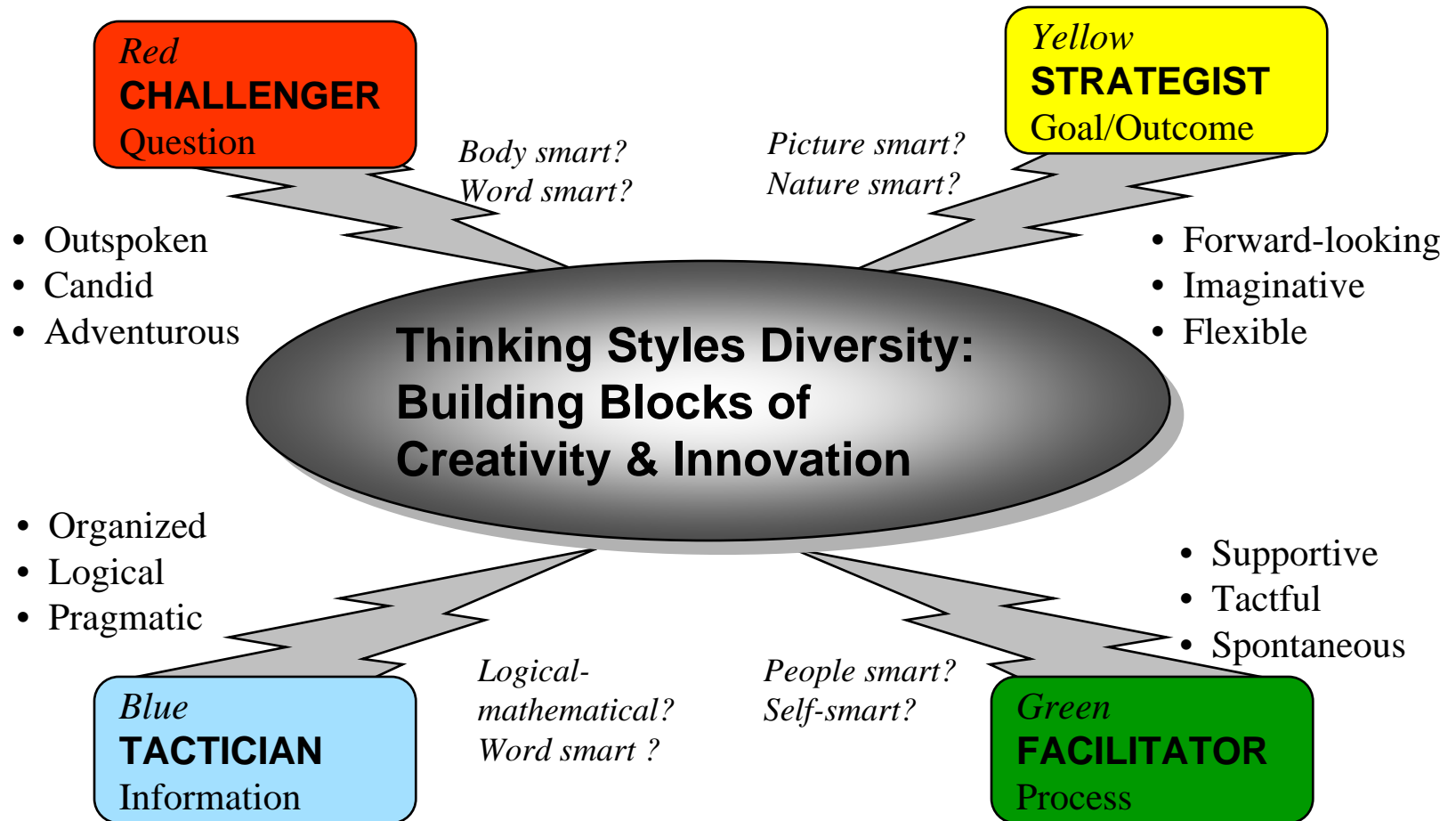
# Insights on Teamwork & Teaming: Team 5 – MEDI-ITES

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# Team Member Styles Are Linked to the “Hard Wiring” of the Brain and Our Native Intelligences



# How are your teams doing in the real work world?

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- Find someone who tends toward the same team style as you.
- Share one insight from having undertaken your field work on the strengths and areas for development of one of your teams.



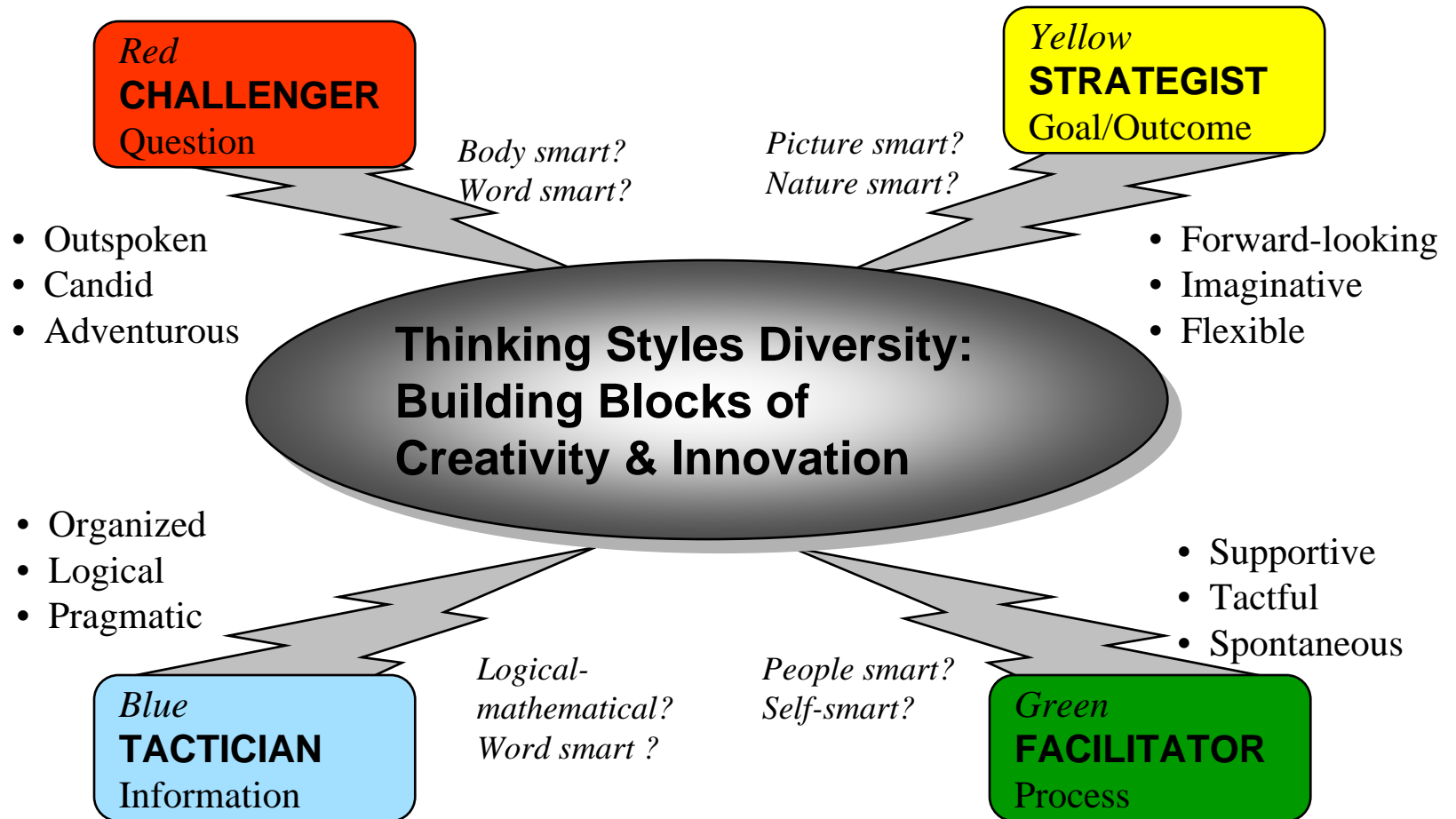
# Case: The Duke Power Fall Protection Program

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- The situation: One employee fell from a hydro tower and died. Another fell and suffered paralysis. Both were following safety procedures.
- You are an emergency team set up to lead the investigation and you are composed of a mix of each of the four team styles.
- What is the first question each team style would ask to begin the process?



# What is the first question each team style would ask to begin solving the Duke Power “fall” problem?



# What Duke Power Did

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# Win as Much as You Can

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- Objective: Win as much and lose as little money as you can
- Teams represent different departments in the municipalities
- Three rounds: each team decides to play an X or a Y card based on a consensus about strategy
- Results of team's decision depends on the card the team selects and the cards the other teams select.



# Win as Much as You Can

## Instructions

Teams Play	Teams Playing Y Score	Teams Playing X Score
<b>4Ys</b>	<b>-\$25</b>	<b>----</b>
<b>3Ys/1X</b>	<b>+\$25</b>	<b>-\$25</b>
<b>2Ys/2Xs</b>	<b>+\$50</b>	<b>-\$50</b>
<b>1Y/3Xs</b>	<b>+\$75</b>	<b>-\$25</b>
<b>4Xs</b>	<b>----</b>	<b>+\$25</b>



# Win as Much as You Can: Outcomes

	Red plays	Or. plays	Yell. plays	Gre. plays	Red gets	Oran . gets	Yell. gets	Gre. gets
Pract.								
1								
2								
3								
4								
				Tot.				



# Inspiration: Team 3 – The Sled Dogs

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# Wrap Up

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- Reflections
- Raffle
- Module 6
- Handouts

