

Core Leadership Program.

Communicating effectively & collaborating as a team



silence

"Breathing in, I calm my body... Breathing out, I smile..."

C5Q.

1. What did I do against what I committed?
2. What got created?
3. What did I do that work? What was I **being** that worked?
4. What did I do that did not work? What was I **being** that did not work?
5. What can I do differently?

Agenda.

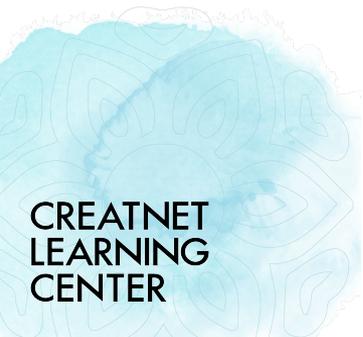
- Sharing our C5Q
- Learning to collaborate and work together as a team - common problem solving and planning
- Exploring the idea of communicating effectively

Part 1

Collaborating as a team.

Teams, not individuals, are the fundamental learning unit in modern organizations. This is where the "rubber stamp meets the road"; unless teams can learn, the organization cannot learn.

- Peter Senge



Doing and Working Together.

Make 2 teams. Scan the list of tasks. Points are allocated differently to the various tasks.

(bell)

Goal is to collectively complete all the tasks within 10 minutes as a team.

(bell)

Team that amasses max points wins. 28 points in total.

(bell)

- Figure out your common challenge as a group - 5
- Draw one of yours teammate's face with as many details as possible. - 3
- Mark the number of steps it takes from one room to the next - 3 points
- Take a selfie with your teammates in the same frame - 3 points
- Collect 5 different types of leaves from the space- 2 points
- Find out one fact about Creatnet that you did not know before - 3 points.
- Play a game with your teammate till one of you win 3 points - 4 points
- Tell your facilitator/team member one story from your childhood - 2 points.

Synthesis.

- What enabled you to complete the tasks?
- How did you work together?
How did you plan?
- How did you communicate?
- How did you manage your tasks and time efficiently?

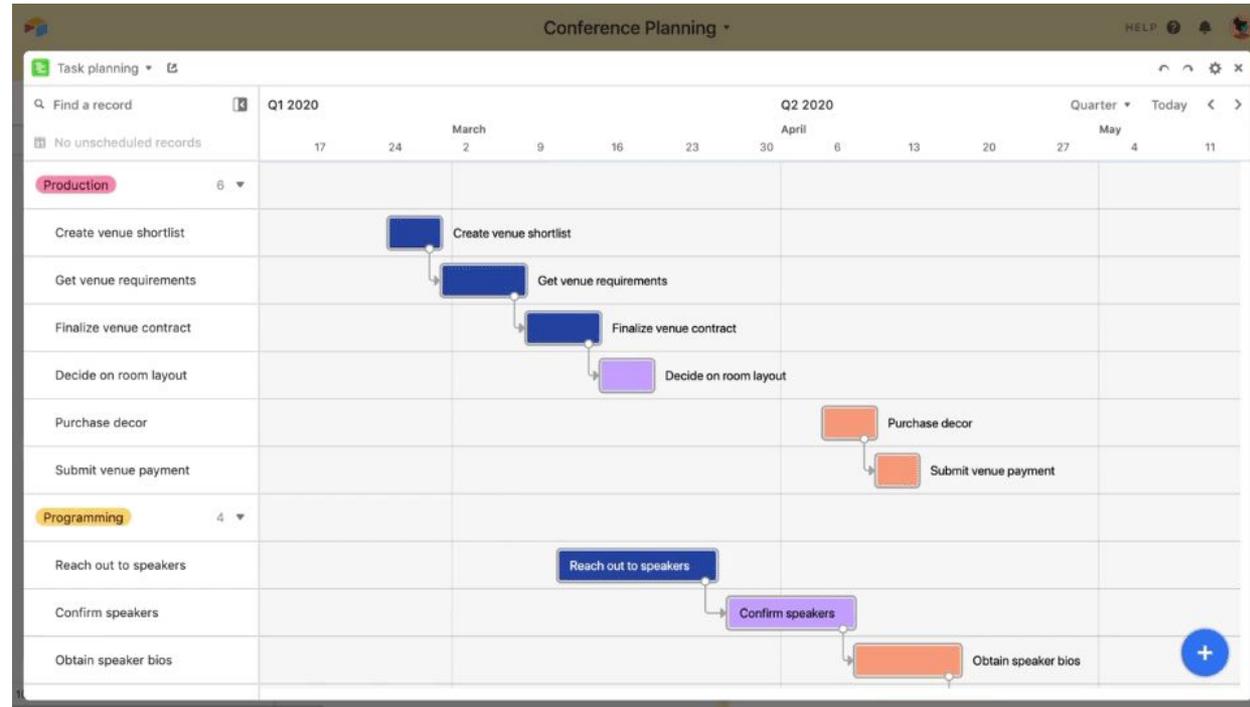


What is required to create a common plan?

How do we manage time and tasks efficiently
as a team?

For team planning

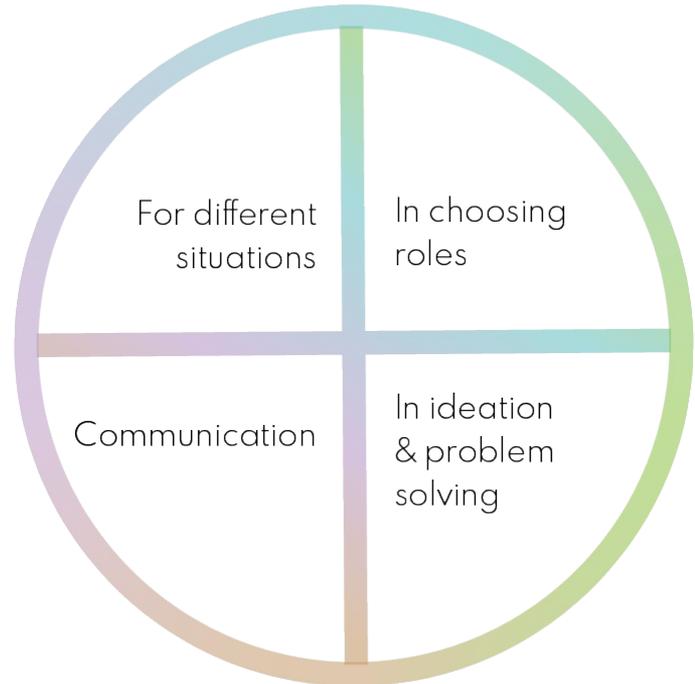
- Understand common objectives.
- Interdependencies
- Expectations
- Strengths and roles of team members
- Create progress Milestones



“Strength lies in differences, not in similarities.”

- Stephen Covey

Use differences.



Well-rounded teams will have Representation of strengths in each of the 4 leadership domains.

- Don Clifton

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p><i>People with dominant Executing themes know how to make things happen.</i></p>	<p><i>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</i></p>	<p><i>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</i></p>	<p><i>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</i></p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>



How can we solve common
challenges as a team?

Mine and Resolve for the 5 Dysfunctions in a team



- Patrick Lencioni

Prepare for effective communication.

- State interdependencies and expectations
- Prepare for interactions
 - Synchronous
 - Asynchronous
- Hold effective meetings which state a clear intention



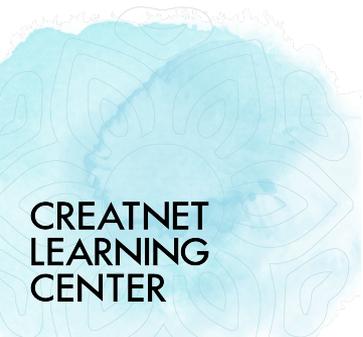
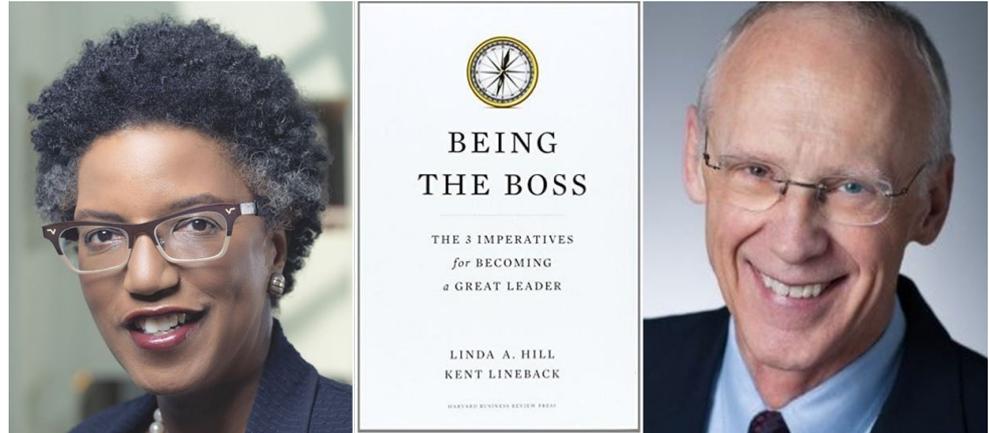
Practice deep listening and loving speech

For Great Teams - their being and actions are directly connected with each other.

- Each member is connected to the team and its purpose
- There is alignment to common values, vision and goals
- There is trust within team
- Enables helping each member discover their strength and play by it
- There is clarity of roles for planning, monitoring and – common objectives
- Members can deal with differences within the team
- There is accountability for team results- For the relationships within the team, between teams and other parts of organization and customers

Every high performing team believes it exists for a compelling reason and that the world will be better for what it does. Its purpose is not the work or task it does but the benefit it delivers.

- Linda Hill and Kent Lineback,
- HBR network



Part 2

Communicating effectively.

Journaling.

I have been lately troubled by...

The self talk I am having is...

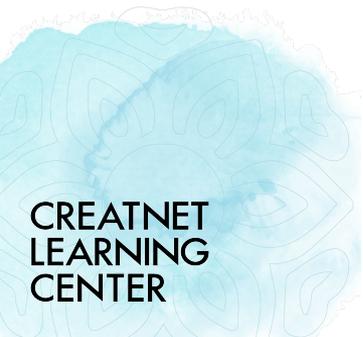
If I were to advice myself as a friend I would say...

We can think about our communication in terms of nourishment and consumption. The conversation going on around us and those we participate in, are also food. Are we consuming and creating the right kind of food that is healthy for us and helps us grow?



Thich Nhat Hanh

How do you understand other people?

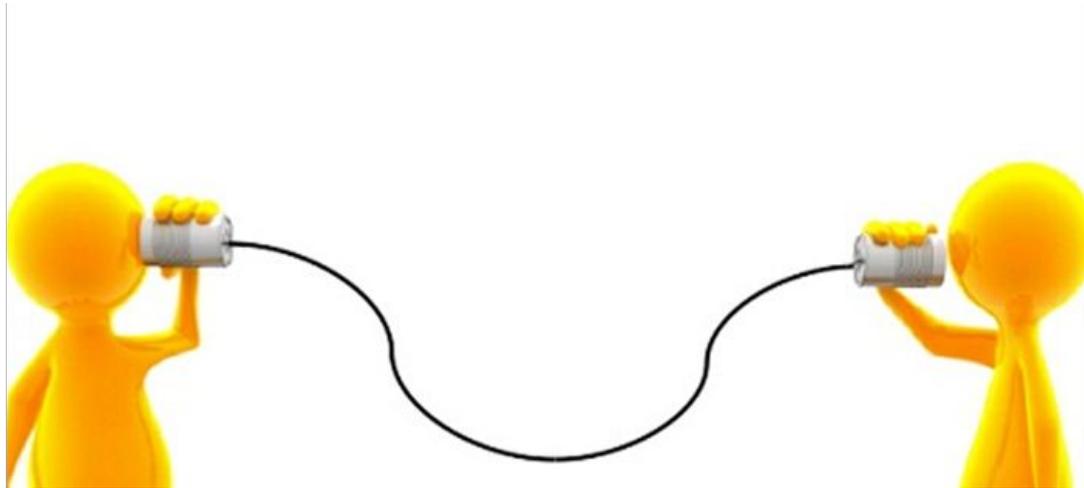


How do you understand other people?

How do you make yourself understood?

Fundamental to working together is communication - to convey our ideas, gather information, build and change relationships. Communication is a two way process.

“First seek to understand, then being understood”



My Style of Communication.

<p>Understanding Reflects what the other person is feeling through a non-judgemental response</p>	<p>Evaluative Responds critically, expressing judgment or evaluation</p>
<p>Questioning Responds by seeking additional information through asking questions.</p>	<p>Suggesting Responds by usually advising other people what to do or not to do.</p>

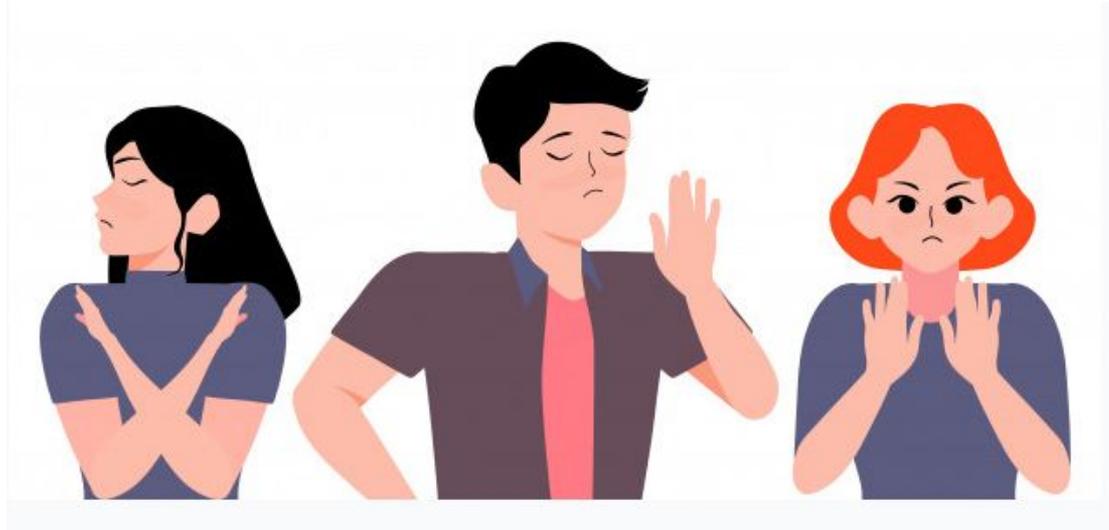
Body
Language

Choice of
Words

Coherence

Intonation

Organization &
medium

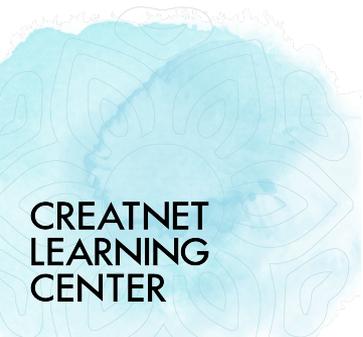


Interesting Fact---By various estimates 70-90% of communication is nonverbal

A message which grabs attention is **simple, persuasive and memorable**. It demonstrates **concern and interest in others** and has the **power to shift emotions**.



How do you resolve a conflict?



CREATNET
LEARNING
CENTER

How do you navigate conflicts?

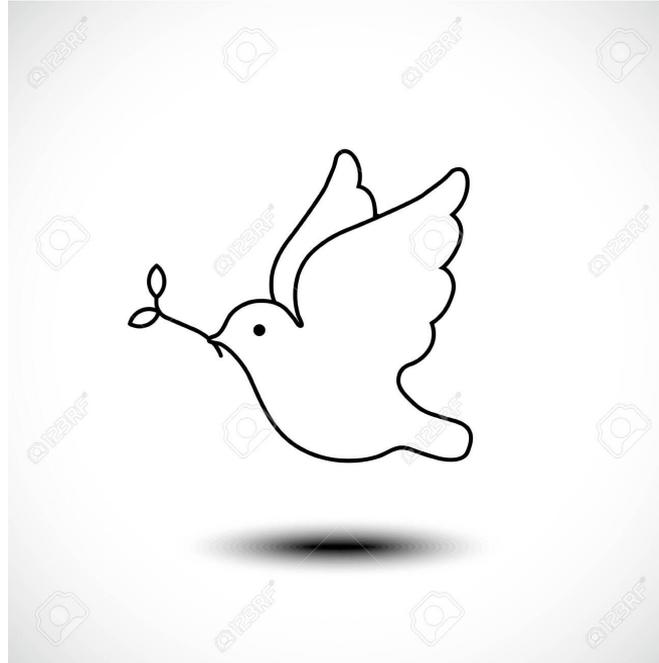


Separate people from problems. Recognize that, in many cases, the other person is not "being difficult" – real and valid differences can lie behind conflicting positions. By separating the problem from the person, you can discuss issues without damaging relationships.

- Roger Fisher and William Ury, Interest Based Relational approach published in their 1981 book, "Getting to Yes."

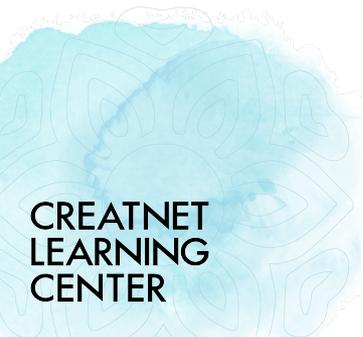
Differences are natural.

Resolving requires communication.



Within thousands I found my
oneness...In my oneness I found
my world.

- *Rumi*



Synthesis

We work together when there is alignment on values, purpose & vision.

- We work together when we understand that **differences are natural and resolving conflicts requires communication** - seeking to understand and then be understood.
- We have **common objectives** and **understand what's expected**
- We are able to plan together when we understand **interdependencies**
- We work together when we **learn together**

What emerged for me today is...

My commitments for the week are...

Post Session - Work.

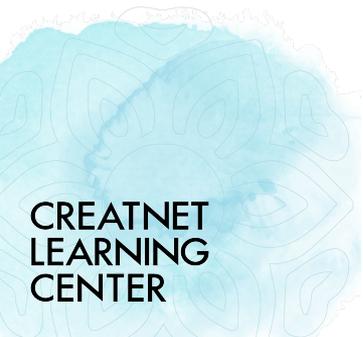
Project: Learning to work together with my team

- How do I understand my team and how do my teammates understand me?
- What is our common plan?
- How can we solve our common challenges?



silence

Mindful Eating.



Feedback.
Please share [here](#).

Thank You Leaders.

How do people cooperate - Prisoner's dilemma.

Shadow of the past

- Shared identity
- Shadow of the future
- Communication
- Expectations
- Accountability
- Trust

		A	
		cooperate with each other	defect
B	Cooperate w. each other	A and B both get 6 months	B gets 10 years A goes free
	defect	A gets 10 years B goes free	A and B both get 5 years

Activate Win
Go to Settings t

Tuckman's stages of team formation.

Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



Norming

People feel part of the team and realize that they can achieve work if they accept other viewpoints.



Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



Adjourning

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.

