


Poking the Bear

Finding the soft spots of your team and making them stronger


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- ☐ Gossip - Bullying
- ☐ Duplicity
- ☐ Cliques
- ☐ Unresolved Conflict
- ☐ Tattling
- ☐ Mean girls/guys
- ☐ _____




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- ☐ Anger
- ☐ Over reaction
- ☐ Dishonesty
- ☐ Mistrust
- ☐ Too much intrigue
- ☐ Daily crisis
- ☐ _____




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- ☐ Lack of Creativity
- ☐ No enthusiasm
- ☐ _____
- ☐ No laughter
- ☐ No excitement
- ☐ Cutting edge of nothing
- ☐ No "FUN" in dysfunctional
- ☐ No motion to go through

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- ❑ Missing Deadlines
- ❑ Lack of Communication
- ❑ Delayed decisions
- ❑ _____
- ❑ Finger pointing
- ❑ No one is assuming responsibility
- ❑ Confusion rules the day




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- ❑ Can't keep good people
 - ❑ Can't recruit good people
- ❑ **Constant** Mistakes are norm, expected and tolerated
- ❑ Things fall through the cracks
- ❑ Confidentiality is lacking




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- ☐ Too comfortable
- ☐ Group think
- ☐ No one challenges
- ☐ No new ideas
- ☐ _____
- ☐ No one is bringing you problems

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generally refers to an extraordinary ability to **sense** imminent danger, kind of 'sixth **sense**'



You just know

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Some of this rings true...
now what?

Time for change:

Easy – no

Doable – yes – but how?

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Change Management:

o a systematic approach that
includes dealing with the transition
or transformation of organizational
goals, core values, processes or
technologies

o _____
o _____
o _____

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THE FISH STINKS FROM THE HEAD:

You may not be the cause of the issues, but you must be the leader and effect the changes needed

YOU MUST KNOW

do you have the right people, doing the right things, at the right time for the right reasons

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- o Step 1: Ask yourself – do I want to know?
 - o Step 2: Ask yourself – do I own some of this?
 - o Step 3: Ask your team – what do they want you to know?
 - o Step 4: Do Something! **Don't Ask if you won't Do**

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What do you ask?

Start with the Foundation

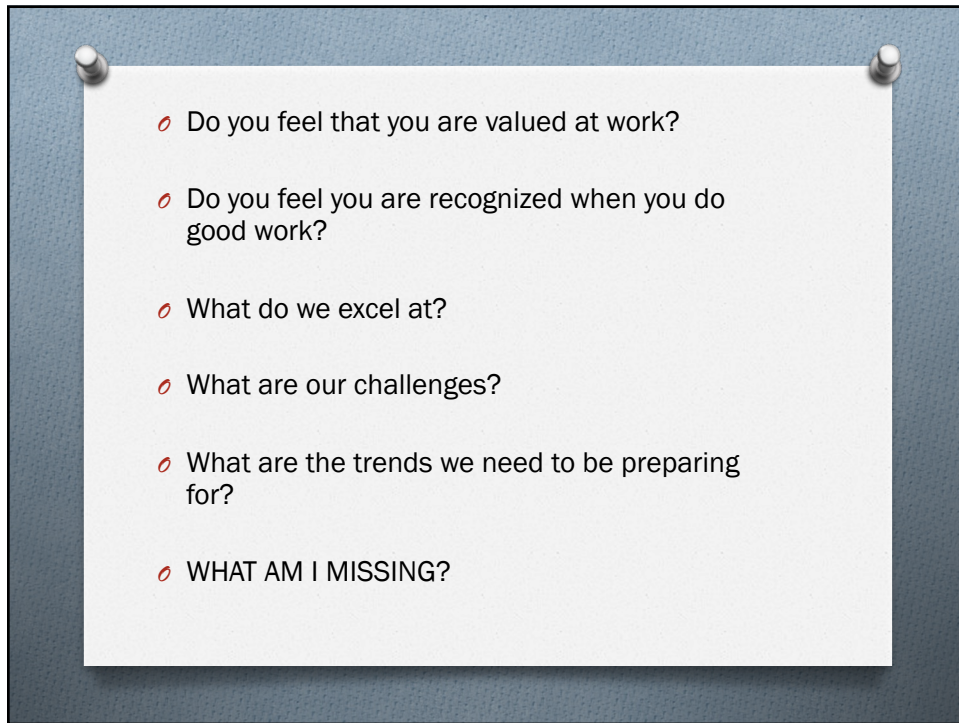
- ◆ What is the Core Purpose of our team/Department/Organization?
- ◆ What do we value?
- ◆ In a few words, describe the culture of our: Team, Department, Organization

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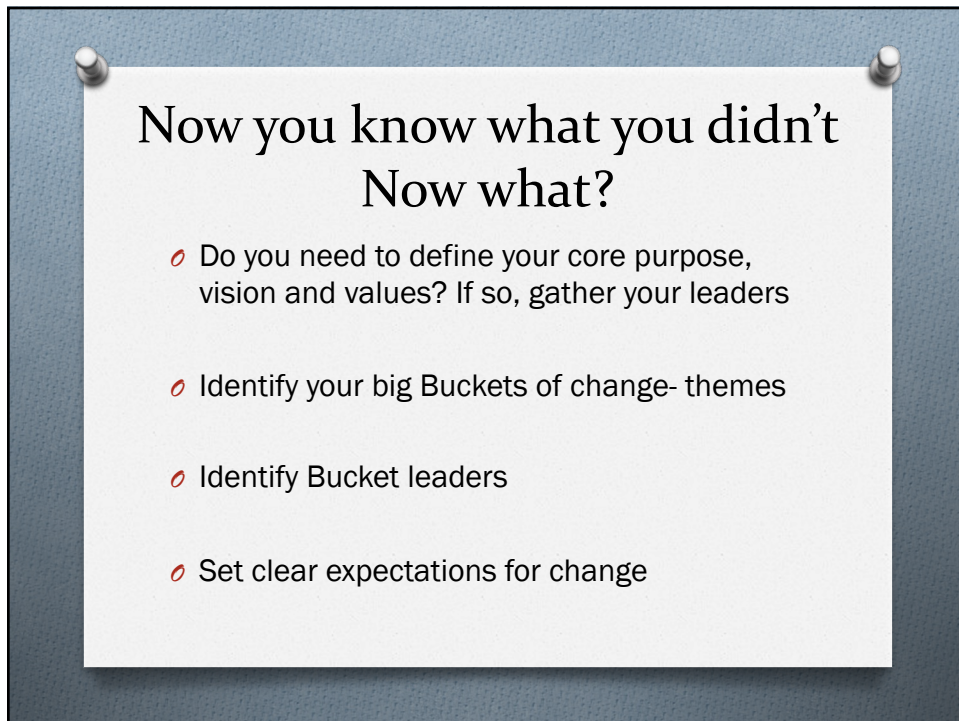
Other Simple Survey Questions:

- If you ran the zoo, what should we Start-Stop Continue doing and WHY?
- Would you recommend this as a great place to work to others? Why?
- If you were to leave tomorrow what would the reason be?
- How do you rate the effectiveness of our internal communication?

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Then What?

- o Gather the troops- tell them what you learned
- o Engage all who are interested in changing the system-people-strategy
- o Have your Bucket teams look at Now-Soon-Later
- o Manage expectations – turning a ship not a sabot

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What is your foundation for success?

- o Clear goals and expectations
- o Clear mission, vision and values – inside out
- o Clear establishment of hard no's
- o Establish a positive culture
- o _____

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Positive Culture is When the Team Feels:

- Valued
- Needed
- Recognized
- Safe
- Held Accountable
- Challenged
- Fruit salad is celebrated

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Tools

- Team Effectiveness Surveys
- DISC
- Myers Briggs
- So many others – the internet is full of them!

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