

LEADER / TEAM RE- ASSIMILATION TOOL

provided by
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SUMMARY



The Team Re-Assimilation tool is a process for regenerating communication channels between the leader and their team as well as between team members. It answers questions that may have been become lost or unclear in the previous several months or years and sets the stage for stronger individual and team relationships. It also speeds the process of creating and communicating clarity, and therefore, maintains and/or improves overall team effectiveness.

Time needed: 1-3 hours

For questions, advice, to have Mark facilitate the process, or to conduct a more thorough team assessment, reach out to Mark at:

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or (615) 656-0465

STEPS



Step 1: Team Map

If a Working Genius assessment is included (WorkingGenius.com):

- Flip chart / virtual chart with the team map.
- Discuss any gaps and how those may be contributing to unnecessary turbulence on the team.

Step 2: Questions for the Team

- Break team into small groups. Have them answer the team questions. The new leader is not part of a small group (they can work on their Leader Questions; see step 3).
- Bring groups back together with the leader in the room. Have a group answer questions out loud (sometimes helpful to assign specific questions to each group). Have another group add comment as necessary.
- Give the leader the opportunity to ask questions.

Step 3: Leader's Questions

- Assign questions as pre-work for the leader.
- Have the leader share their answers.
- Give the team an opportunity to ask questions.

Step 4: Group Questions

- Break team into small groups of 3-4 again. This time include the leader as part of a small group. Have them answer the Group Questions.
- Bring groups back together.
- Have each group answer the questions out loud.

TEAM QUESTIONS



1. What are the key issues and challenges that our team needs to address within the next: 3 months? 6 months? 1 year?
2. What are the key issues and challenges that the leader needs to address within the next: 3 months? 6 months? 1 year?
3. What recommendations do we have for dealing with the issues and meeting the challenges?
4. What information, actions, and/or decision do we expect from the leader?
5. If you could change one thing in the team (or department/division, if applicable), what would it be?
6. What would you like to see done that is innovative, creative, or state-of-the art?
7. What team / conflict norms have been established? What other norms should be added to the list?
8. What rules of engagement / structure regarding meetings should be changed for us to become more effective and productive as a team?
9. What behaviors are rewarded and recognized on the team? Are they the right behaviors to support and encourage amongst ourselves?
10. Does the team currently have a clear, current goal around which they can rally?



LEADER QUESTIONS

1. What brought me into this position?
2. What are my future professional goals?
3. What are my future personal goals?
4. How would I describe my leadership / management style?
5. How do I like to receive feedback?
6. What has been a struggle for me in the past few months?
7. What motivates me?
8. How will you know I'm stressed? What do I do to handle stress?
9. What are my expectations for the group?
10. Where do I see the team / organization going?(Short-term/Long-term)?
11. What do I expect in the way of communication/information from the group?
12. What are the issues/challenges I see as priorities for the next 6 months? 1 year?

GROUP QUESTIONS



1. If we were replaced tomorrow, what would the new team do?
2. If things continue as they are, will we be happy with where we end up?
3. Where is the energy in our group?
4. What's the deeper purpose (the big "why") that is worthy of our best effort?
5. What do we need to stop doing?
6. What are we unwilling to change?
7. What does everyone know but no one talks about?
8. What is one thing that has not yet been said, that would provide additional clarity for our team?



Mark works leadership and executive teams who want to embrace forward change together so their organizations thrive in change and volatility.

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"What a thought-provoking day we had yesterday, Mark. I speak for our entire team to say that we are indebted to you. We are indebted to you for wanting the best out of each one of us as individuals, as a team and for Standing Stone. You bring clarity where we are foggy and have given us the tools which can strengthen us not for a moment but undergird our foundation."

--John Duval, Standing Stone

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