

## BUILDING EFFECTIVE TEAMS



### UNDERSTAND THE COMPETENCY

#### OFFICIAL DEFINITION

Building strong-\_\_\_\_\_ teams that apply their diverse skills and \_\_\_\_\_ to achieve \_\_\_\_\_ goals.

#### SKILLED BEHAVIORS

- Forming teams with an appropriate and diverse mix of styles, perspectives, and experience.
- Establishing common objectives and a shared mindset.
- Creating a feeling of belonging and strong team morale.
- Sharing wins and rewarding team efforts.
- Fostering open dialogue and collaboration among the team.

#### LESS SKILLED BEHAVIORS

- Fail to create a common mindset or challenge, leading to misalignment.
- Overlook morale, recognition, and belonging as key ingredients for effective teams.
- Prioritize and reward individual efforts over team achievements.
- Structure assignments in ways that discourage teamwork rather than fostering collaboration.

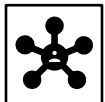
#### POSSIBLE CAUSES OF LOWER SKILL

- Prefers working alone.
- Not clear about team purpose and goals.
- Doesn't engage others.
- Needs to be in control.
- Avoids sharing information.
- Excessively action-oriented.
- Conflict-averse.
- Poor process management skills.
- Avoids holding people accountable.
- Has difficulty motivating others.

## **INTERVIEW**

When directed, find a partner, and interview each other by asking the following questions. Be prepared to share what you hear from your partner.

1. What is your greatest strength when relating to people?
  
2. If you could change one thing about your ability to relate to other people on your team, what would it be?
  
3. What is something about you that people on your team might not know but would help them understand you better?
  
4. Describe a time when you worked on a great team. What made it great?

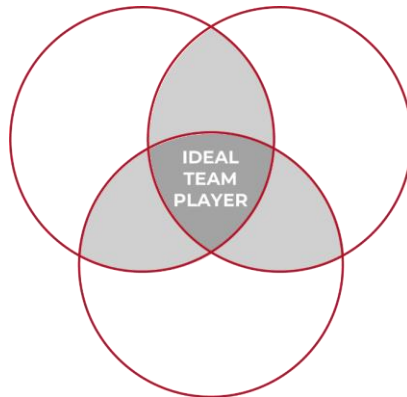


**BUILD CONNECTION**



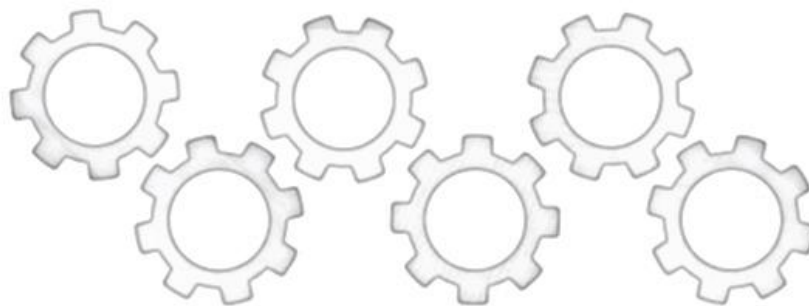
## BUILD THE TEAM

### STEP 1: VIRTUES



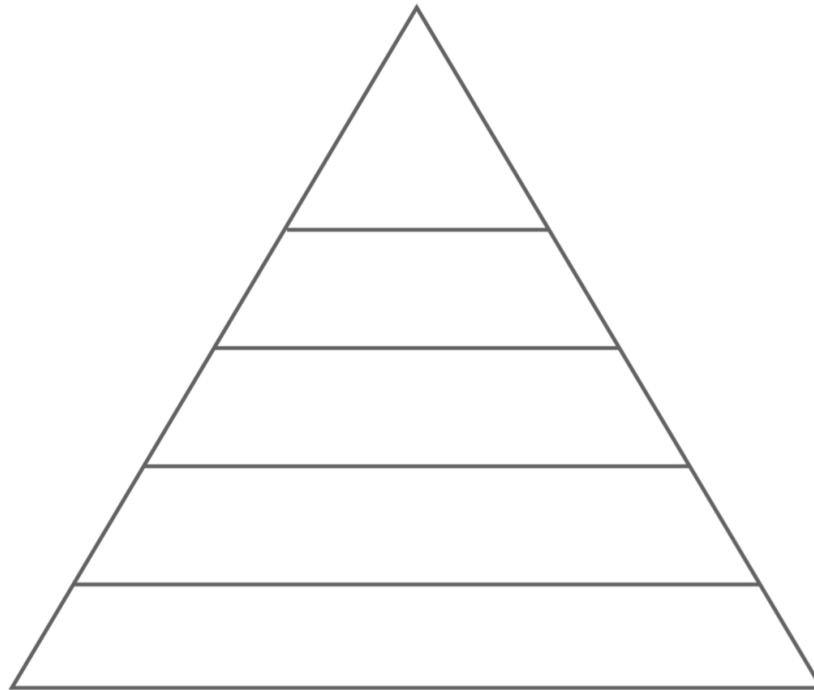
From *The Ideal Team Player*, Patrick Lencioni

### STEP 2: GENIUSES



From *The Six Types of Working Genius*, Patrick Lencioni

*STEP 3: BEHAVIORS*



From *The Five Dysfunctions of a Team*, Patrick Lencioni



## **BUILD CLARITY**

### *THE SIX STRATEGIC QUESTIONS*

1. Why do we exist?
2. How do we behave?
3. What do we do?
4. How will we be successful?
5. What is most important right now?
6. Who will do what?

## ABOUT MARK

Mark Kenny works with leaders who want to eliminate silo mentalities and break down barriers to build a collaborative, aligned team.

Mark brings three decades of experience, first in IT and operations, followed by running a software company, and later in keynote speaking and consulting. Over the course of his career, Mark has worked with multiple industries including public sector, technology, healthcare, manufacturing, engineering, financial services, and retail and in a variety of organizations such as Nissan, Mars, State of Tennessee, Ohio State University, HCA, Vanderbilt, and the US Army.

Mark is the author of *The Hippo Solution: Eliminate Territorial Thinking and Unleash the Power of Teams*, and a part-time high-school basketball coach. He currently lives outside of Nashville, Tennessee.

To book Mark to speak for your retreat or event, connect with him at [mark@markskenny.com](mailto:mark@markskenny.com), call (615) 656-0465, or learn more about his work at [MarkSKenny.com](http://MarkSKenny.com).