

High performance teamwork

*reshape **YOUR** potential*



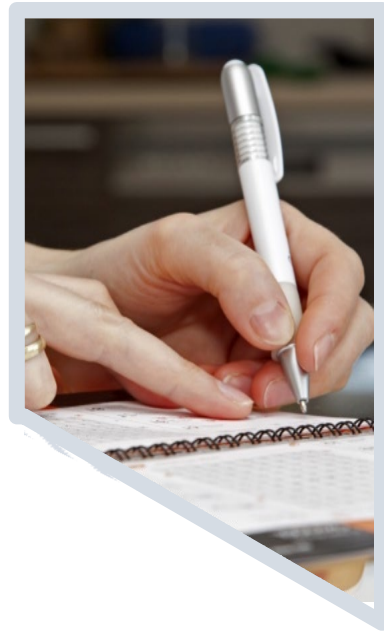
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“For the person trying to do everything alone, the game really is over. If you want to do something big, you must link up with others.”

— John C. Maxwell

TODAY WE WILL:

- Discuss 10 Principles of becoming a high-performance team member
- Have multiple *Check Ins*
- Recommit as a team member



Notes:



Principle #1 **THE BIG PICTURE**

The goal is more
important than the role.



Notes:

CHECK IN: *How clear are you on the big picture?*

Put an "x" in the box to indicate your current level of clarity.

TEAMWORK
»»» ACTION PLAN »»»

CHECK IN

How clear are you on the big picture?

1	2	3	4	5
I have no idea!	I think I know.	I have heard it mentioned once.	I am pretty clear.	I am very clear. We regularly talk about it.



Notes:

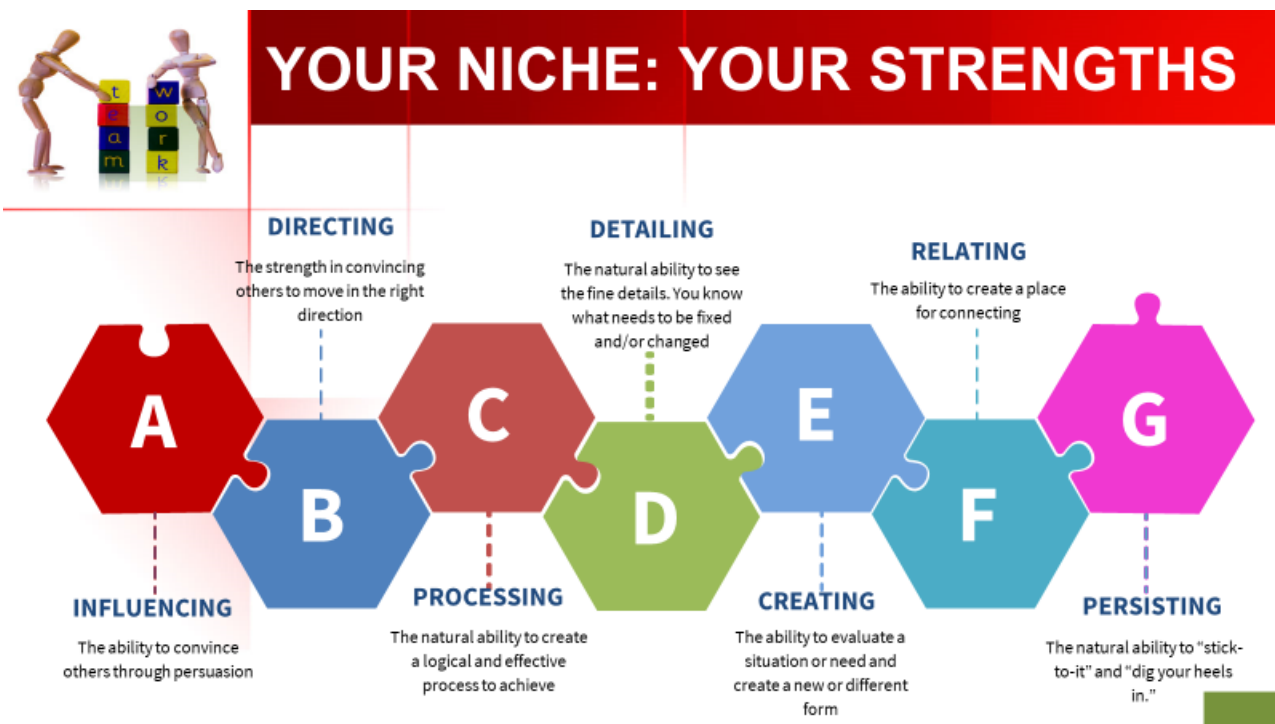


Principle # 2 YOUR NICHE

All players have a place
where they add the most
value.

Your Niche, Your Strength

Which of these 7 key areas of strength are your highest?





Principal #3 **THE CHAIN**

The strength of the team
is impacted by its
weakest link.

Discussion:

What can you do to help a weak link?



PRINCIPAL #3 THE CHAIN

$$10 + 10 + 10 + 5 + 10 = 45$$

$$10 + 10 + 10 + 10 + 10 = 50$$

**10%
Difference**

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PRINCIPAL #3 THE CHAIN

$$10 \times 10 \times 10 \times 5 \times 10 = 50,000$$

$$10 \times 10 \times 10 \times 10 \times 10 = 100,000$$

**50%
Difference**

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PRINCIPAL #3 THE CHAIN



Not everyone *will* take the journey. (Attitude)

Not everyone *should* take the journey. (Agenda)

Not everyone *can* take the journey. (Ability)

CHECK IN: *The Chain*

TEAMWORK »»» ACTION PLAN »»»

CHECK IN

Check all that apply to you.

1

I have trouble keeping pace with other team members.

☐

2

I am not growing in my area of responsibility.

☐

3

I have a difficult time seeing or accepting the big picture.

☐

4

I am not neutralizing my weaknesses.

☐

5

I don't get along with the rest of the team.

☐

A mentor I will connect with is _____



Check all that apply for you.



Principal #4 THE CATALYST

Winning teams have
players who make things
happen.



Notes.



CHECK IN: *Are you meeting the team's expectations?*

TEAMWORK
 >>> ACTION PLAN >>>

CHECK IN

Am I below expectations, meeting or exceeding in these areas?

Do I show Initiative	Am I good at Communication	Do I show Passion	I know and use my Strengths
I hold myself Accountable	I seek to Serve the Team	It is clear that I Earn the Respect of the Team	

A mentor I will connect with is _____



SELF EVALUATION	I need to work on it	I have room for improvement	I exceed expectations
Initiative			
Communication			
Passion			
Strengths			
Accountable			
Serve			
Respect			

Three Requirements for Being a Catalyst

1. _____ yourself.
2. Be_____.
3. Be willing to_____to serve.

When it comes to growth, think of a rubber band. Imagine there was a rubber band sitting on the table right in front of you. There it is just sitting there. That rubber band is not living into the fullness of its own potential because it is not being stretched.

The same is true for you and me. In order for us to move into the fullness of our own potential, we need to stretch. So, to really be a catalyst, stretching must become a part of your growth.



Principal #5 **THE BAD APPLE**

Rotten attitudes ruin
a team.



Notes:

The Bad Apple Ruins the Team

RESULT 1	Great Talent	Rotten Attitude	Bad Team
RESULT 2	Great Talent	Bad Attitude	Average Team
RESULT 3	Great Talent	Avg Attitude	Good Team
RESULT 4	Great Talent	Good Attitude	GREAT TEAM!



CHECK IN: *How is your attitude?*

QUESTION	YES?	HOW TO IMPROVE
Do you think the team would not get along without you?		
Do you believe the team's recent success is more attributable to you?		
Do you keep score when it comes to praise?		
Do you believe that you are grossly underpaid?		
Do you have a difficult time admitting when you make a mistake?		
Do you bring up past wrongs of your teammates?		



“The highest compliment a teammate or coach can say is, I can count on you.” — John C. Maxwell

Notes.

We can count on each other when we have:

_____ : The integrity we bring to our work

_____ : The strengths we contribute

_____ : We do what we say we will do

_____ : We do not allow for gaps in our performance

_____ : We get along with others

Which one are we doing well in?

Which one do we need to grow in?

CHECK IN: *Principle #6*




Can you be counted on?

QUESTION	YES or NO	CHANGES
Is your integrity unquestioned?		
Do you perform your work with excellence		
Are you dedicated to the team's success?		
Can you be depended on every time? _		
Do your actions bring the team together?		

Discussion:

What are some reasons or examples of when we have not counted on each other? It does not mean we are bad people, but that we need to improve our accountability.

How can we improve our accountability?



Principle #7 THE PRICE

The team fails to reach its potential when it fails to pay the price.



Principle #7 THE PRICE



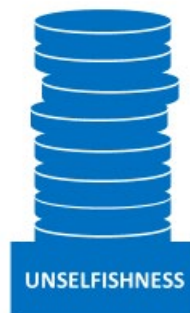
There can be no success without sacrifice. no matter how much you expect to give for the team, at some point you will be required to give more.



It costs you time—that means you pay for it with your life.



The only way your team will reach its potential is if you reach your potential.



People naturally look out for themselves. The question, "What's in it for me?" is never far from their thoughts

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Principle #8 **COMMUNICATION**

Interaction fuels action.

If you lead your team, give yourself three standards to live by as you communicate to your people:

- Be _____. Nothing frustrates team members more than leaders who cannot make up their minds.
- Be _____. Your team cannot execute if they do not know what you want. Do not try to dazzle anyone with your intelligence; impress them with your simple straightforwardness.
- Be _____. Everyone deserves to be shown respect, no matter what their position or what kind of history you might have with them. If you are courteous to your people, you set a tone for the entire organization.

CHECK IN: *How is My Communication?*



TEAMWORK ACTION PLAN

CHECK IN

How is my communication?

How committed	Are you supportive	Are you	Are you
are you to communicating with the other members of your team?	of everyone on the team, even the people who are not your friends?	open and vulnerable even if it is unpleasant?	holding a grudge against anyone on the team?

How committed are you to communicating with the other members of your team?



Principal #9 **THE EDGE**

The difference between
two equally talented
teams is leadership.



Leadership is_____.

Notes:

To raise your level of effectiveness, you must do three things:

1. Acknowledge the value of _____ as a team, you will need to be clear that leadership matters.
2. Take responsibility to lead _____. John Maxwell says that the highest form of leadership is self-leadership. Like your attitude, leading yourself is a “you and you” deal.
3. Find a _____ mentor. You cannot go where you have not been. Find a leader who is ahead of you and invest time in learning from them.

Affirm the leader.

1. Write one thing your leader is doing well.

2. Write one thing your leader could improve upon.

Notes:



TEAMWORK ACTION PLAN

CHECK IN

How well do you lead yourself?

What	How	Identify
could you do to take greater responsibility for your role?	are you developing as a leader right where you are?	one thing you can do to have a greater impact in your role.

CHECK IN: *How well do you lead yourself?*

1. What could you do to take greater responsibilities for your role?
2. How are you developing as a leader right where you are?
3. What is one thing you could do to have greater impact in your role?



Principle #10 **HIGH MORALE**

When you are winning,
nothing hurts.

How do you achieve high morale?

1. Have a good _____. We talked about this with the *Bad Apple*.
2. Always give your _____. When we all do the work of a catalyst by giving our best, we gain morale.
3. _____ the people on the team. Remember *the Niche*. Focus on what your team needs before you zero in on what you need.

PRIORITIZE YOUR TEAMWORK ACTION PLAN

Review each of your **Check Ins** in this workbook and identify **the top 3** actions you will prioritize.

- 1. _____
- 2. _____
- 3. _____

Notes:

YOUR BIGGEST TAKE AWAY FROM TODAY

From everything we discussed today, what has been the most important for you?

Why is this the most important?

TEAMWORK COMMITMENT

I Commit:

To embracing teamwork.

To seeing the big picture in the work that we do.

To adding value.

To be the strong link on our team.

To be a catalyst.

To bringing an attitude that uplifts the team.

To be a team member you can count on.

To pay the price of being an effective contributor.

To be a connecting communicator.

To leading myself.

Commitment Made By:

Date:
