Building Better Teams Will Improve Your Lean Efforts

noun | team·work | tēmˌwərk

The work done by people who work together as a team to do something.

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WHAT GETS IN THE WAY OF TEAM SUCCESS?

- Poor Results!
- Finger-pointing
- ‘ME’ Focused
- Ineffective communication
- Lack of Trust
- Pessimism
- Disrespectful
- Argumentative
- Blame
- Lack of clarity around goals

TOOLS FOR OVERCOMING TEAM DYSFUNCTIONS

Over 2.5 million copies sold worldwide
When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.

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MY BEHAVIOR MATTERS

• Establish a common language of communication
• Standardize expectations to improve accountability
• Strengthen leadership abilities
• Create an emotionally intelligent culture

CONFLICT TEAM MAP

Building Better Teams Will Improve Your Lean Efforts
1. What unhealthy behaviors have surfaced on your team?

2. What is one unhealthy behavior that you can admit to doing personally?

**ACTION PLANNING TO BE A CHANGE AGENT**

For the unhealthy behavior you admitted to:

- What triggers your behavior?
- What happens when you do this? (results, relationships)
- What could be a better way to react?
REFLECTING ON HEALTHY CONFLICT BEHAVIORS

1. What are the healthy behaviors that you’ve seen help your team succeed?

2. What is one healthy behavior that you are proud of doing personally?

ACTION PLANNING TO ENHANCE YOUR VOICE

For the healthy behavior you admitted to:
- How could you be more aware to bring this behavior to your team more frequently?
SOME ADDITIONAL THOUGHTS TO HELP

How do you encourage Constructive Conflict when people are holding back?
• Be a miner of conflict for your team
• Give people permission by supporting healthy conflict

THE FIVE BEHAVIORS OF A COHESIVE TEAM™ FRAMEWORK

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You are having a bigger impact on people’s lives RIGHT NOW than you may ever have.

*Don’t wait to recognize it!*

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