

# Hands on Strategies for Collaborative Star Leaders

ELIE SAMIA

Assistant Vice President

Outreach and Civic Engagement



# Energy Test

- The Energy test for leaders
- Four intelligences
- Combination of heart, mind, body & spirit



# Leadership Requirements

- Three types of negotiation
- Humility test



# Leadership Equation

$$L = \text{PPPPPP} + \text{CCCC} + \text{ATAC} + \text{SMART} + \text{BATNA} + \text{ZOPA} + \text{IIII} \\ + \text{TB}$$



# Why Teams ?

- Teams are not just nice to have
- Teams are hard core units of production
- Innovation depends on synergy, and synergy requires diversity
- You have half an idea , someone else has the other half, and if you are in the right environment, they turn into something larger than the sum of their parts



# 10 Reasons Why Teams Fail

1. Not taking time to clarify purpose and goal
2. Not knowing what requires team effort
3. No mutual accountability
4. Lack or poor resources
5. No effective and/or shared leadership



# 10 Reasons Why Teams Fail

6. No focus on creativity and excellence
7. No planning
8. No support for a team culture
9. No conflict management skills
10. No training



# Benchmark Your Team with PERFORM

- ***Purposes***: Values, mission statement, shared values, common goals, SMART objectives
- ***Empowerment***: Commitment +Competence
- ***Relationships***: Communication, acceptance of differences, need complementing, trust, mutual respect, humility, recognition, common good





# Benchmark Your Team with PERFORM

- ***Flexibility***: Adaptation, resilience, resourcefulness, mutual support, role sharing, anticipation of change and adoption of change
- ***Optimal Productivity***: Commitment to High Standards, commitment to high standards, effective problem solving , taking responsibility end to end ( push for perfection0

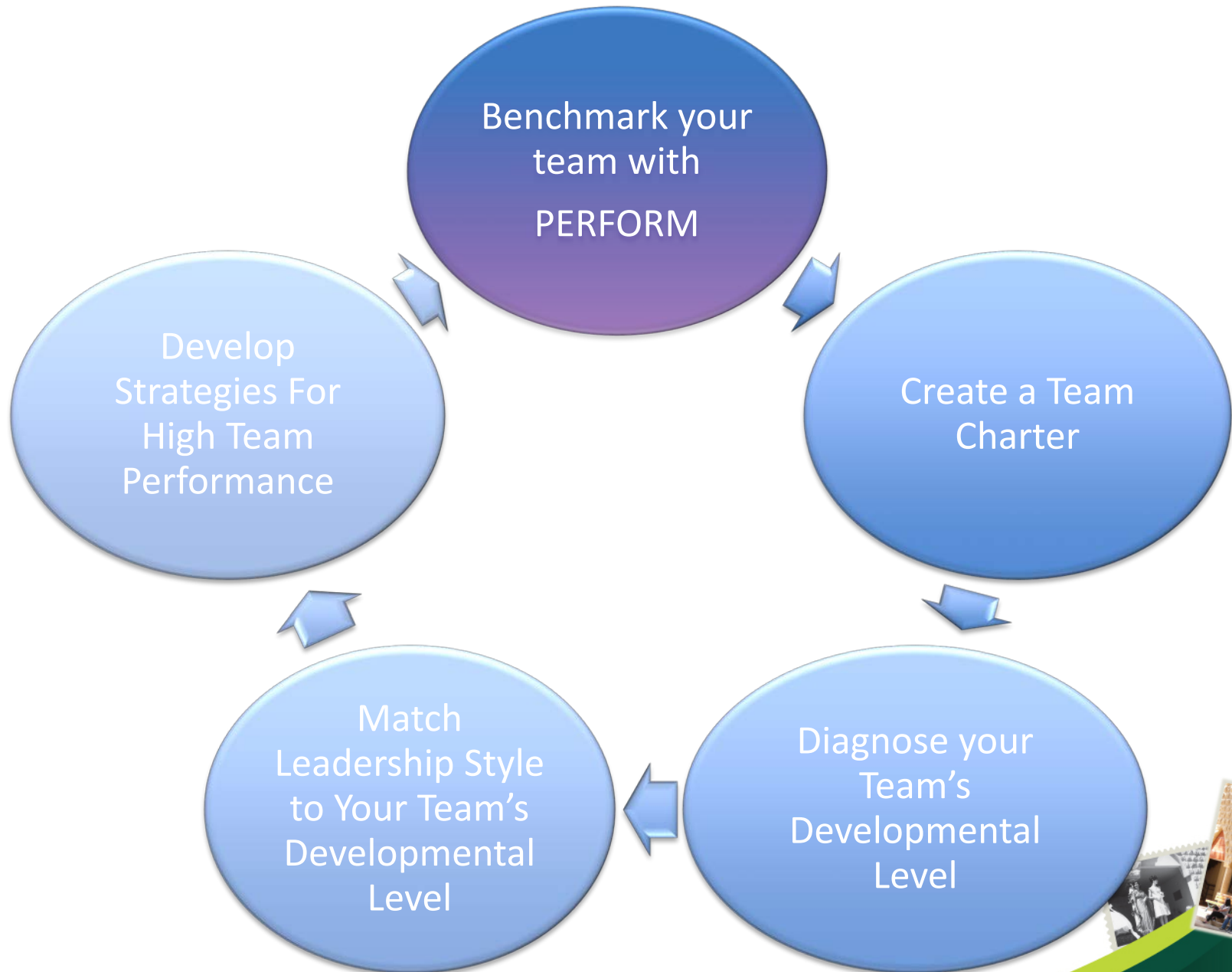


# Benchmark Your Team with PERFORM

- ***Recognition***: Appreciation, motivation, applauding accomplishments
- ***Morale***: Sustainability of performance, confidence, enthusiasm, pride and trust



# 5 Steps to High Performing Teams



# Create a Team Charter

- What the team is to accomplish
- Why it is important
- Who is going to do what, why, when, where and how
- What is the appropriate behavior?
- What is the system of communication, decision making & accountability?



# Diagnose Your Team's Developmental Level



# Team Development Depends on:

- **PRODUCTIVITY:** Quantity and quality of work done in relation to the team's goals. Knowledge, skills, access to needed resources
  - **MORALE:** Pride , satisfaction, team belongingness, commitment
- Productivity starts out low and gradually increases .
- Morale starts out high and gradually dips



# PRODUCTIVITY

HIGH

LOW

HIGH

The Ultimate Goal

A party, not a team

MORALE

LOW

Will eventually  
stumble and the  
performance will  
fade

Needs close  
monitoring and  
directing

# Team Development Stage 1:

## *Orientation*

- Unrealistic expectations coupled with anxiety
- Strong dependence on the leader for purpose and direction
- High morale and low productivity
- 5 to 10% up to 30 to 60% of the team's life





# Team Development Stage 2:

## *Dissatisfaction*

- Confusion, frustration, difficulties in accomplishing the task, negative reactions, sub groups, lower trust
- Productivity increases but is hampered by low morale
- Helping the team manage power issues



# Team development Stage 3:

## *Integration*

- Moderate to high productivity and improving morale
- Increase in technical skills
- Increased clarity and commitment to purpose
- Open communication increases trust and cohesion



# Team Development Stage 4:

## *Production*

- Productivity and morale are high
- Clarity , pride, excitement, high standards, commitment to excellence, respect and trust
- The name of the game is sustainability



# Team Development Stage 5: *Termination*

- Managing closure
- Rushing to meet deadlines
- Arranging for recognition and celebration



# Matching Leadership Style to Your Team's Developmental Level

***Orientation stage:*** **Directing**, developing structure, creating team charter , organizing behavior, linking the team's work to the organization's goals

***Dissatisfaction stage:*** **Coaching**, high direction and increase in support, encouraging, reassuring as well as skill development and strategies for working together and task achievement



# Matching Leadership Style to Your Team's Developmental Level

- **Integration stage: Supporting**, confidence building measures ,conflict resolution skills, shared leadership, responsibility sharing , problem solving and decision making skills
- **Production stage: Delegating**, validation of accomplishments, continued recognition and celebration of the good work, creation of new challenges and higher standards. The team is taking responsibility from end to end therefore it should push for perfection



# Matching Leadership Style to Your Team's Developmental Level

- ***Termination stage***: **Supporting**, accepting and acknowledging feelings.



# From Dependence to Interdependence

- When a great team leader's job is done, team members will say : “ We did it ourselves”
- “ Ideal teachers are those who use themselves as bridges over which they invite their students to cross, then having facilitated their crossing, joyfully collapse, encouraging them to create bridges of their own”





# The Dynamics of Teamwork

- Team members must develop a learning attitude
- The team must build a trust based environment : cooperate rather than compete, judge or blame; communicate openly; respect others; be open and honest
- The team must value , encourage and honor differences. This is the heart of creativity



# The Dynamics of Teamwork

- The team is a living system rather than a collection of individuals. We not I and you.
- A leader who has attained success at the team leadership level may be ready to move on to leading the organization. After all, organizational leaders oversee a number of teams and departments.



# Wisdom

**“ No one of us is as smart as all of us”**

**“People have a right to be involved in decisions that affect them”**



THANK YOU !

ELIE SAMIA

