

DRIVING TEAM COMMITMENT



MOST OF THE TIMES, LACK OF COMMITMENT COMES FROM LACK OF TRUST OR FEAR OF CONFLICT

AND IF WE ARE NOT HAVING PRODUCTIVE CONFLICT, THIS IS OFTEN BECAUSE WE DON'T HAVE A GOOD FOUNDATION OF TRUST

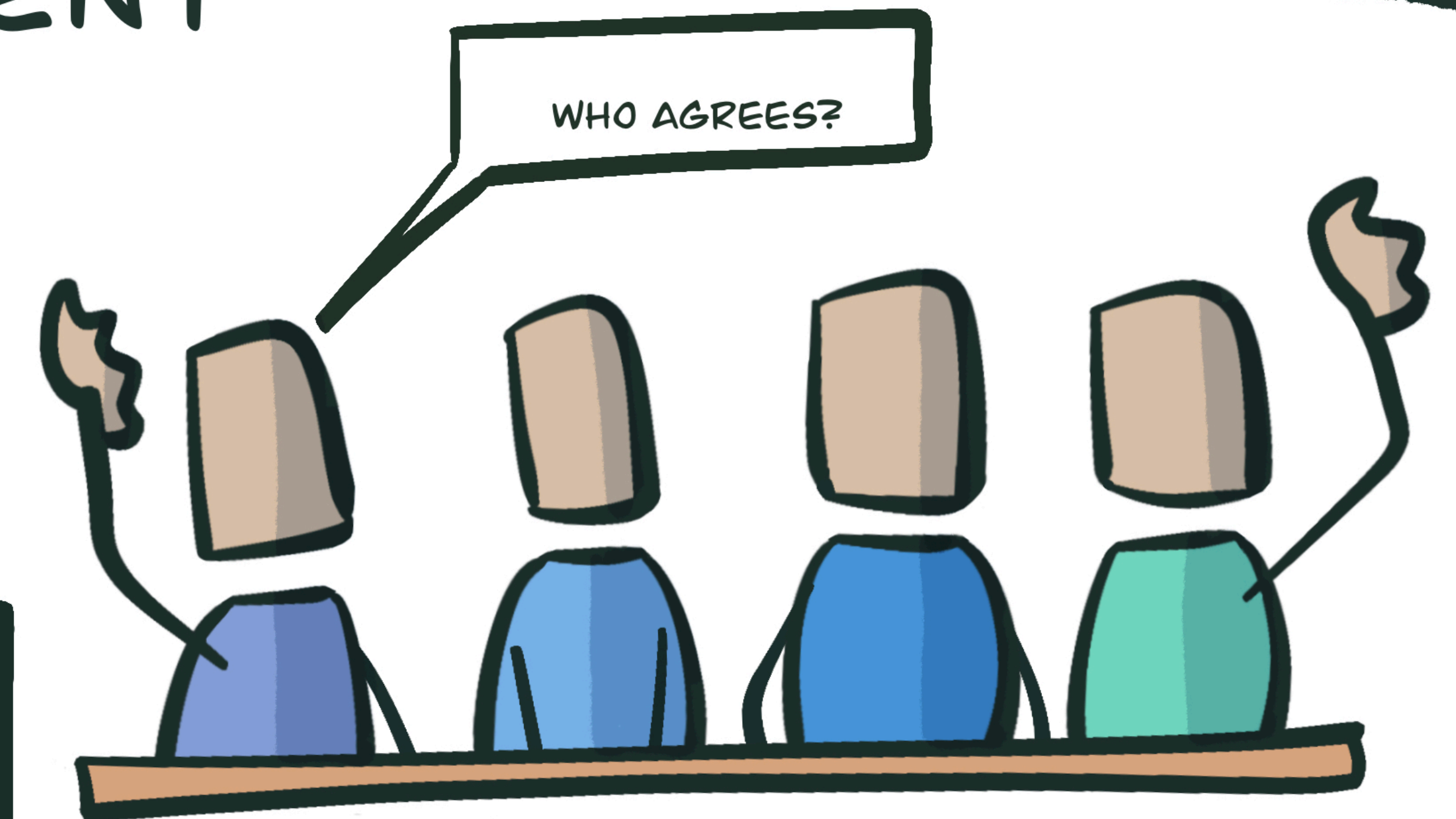
Laia ☺

ACCOUNTABILITY IS HAVING CLARITY ABOUT THE TEAM'S DIRECTION AND PRIORITIES

CONFIDENCE THAT ALL PARTIES WITH MATERIAL INPUT HAD THE CHANCE TO PARTICIPATE...

... CLOSING DECISION-MAKING EVENTS WITH A CLEAR AND SPECIFIC CHOICE BEING MADE

GOING BACK INTO THE WORKPLACE WITH ALL PARTIES SUPPORTING THE DECISION OUTCOME



IF PEOPLE DON'T WEIGH INTO A DECISION THEY ARE NOT GOING TO BUY IT. THIS IS NOT AN ARGUMENT FOR CONSENSUS

PATRICK LENCIONI

THE PROCESS OF GETTING TO KEY BUSINESS DECISIONS

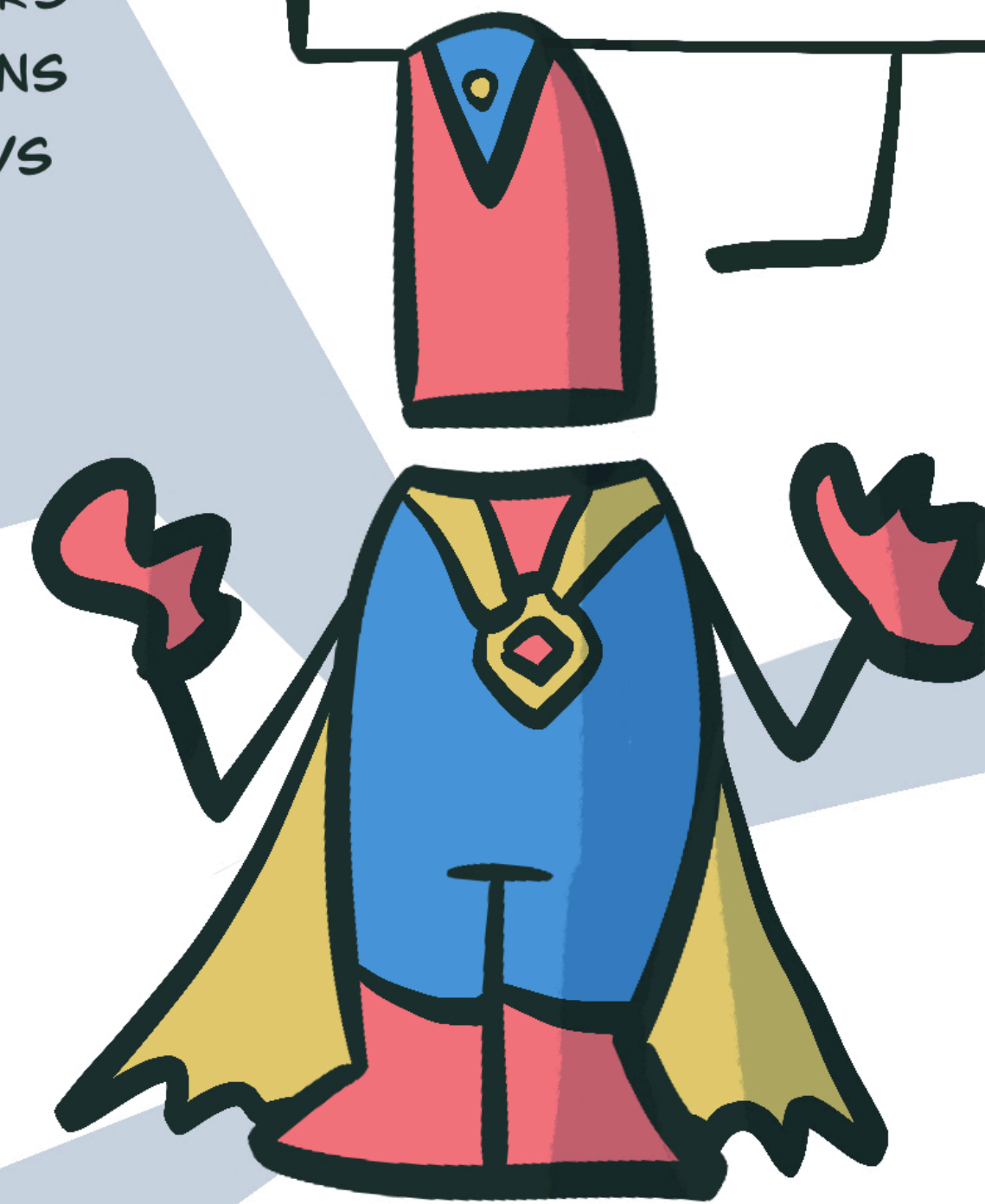
INPUT
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RECOMMEND

DECIDE

RECOMMENDATIONS SHOULD HAVE ALTERNATIVES. THESE WILL NATURALLY LEAD US TO INCLUDE PEOPLE ON THE WAY, WHO NEED TO HAVE MATERIAL INPUT INTO LOOKING AT THEM (PRODUCTIVE CONFLICT)

ONE OF THE CHALLENGES AS LEADERS IS TO SORT THROUGH WHICH DECISIONS WILL USE TEAM BASE DECISIONING VS WHICH ONES BELONG INSIDE THE AUTHORITY STRUCTURE OF AN INDIVIDUAL



VISION

FEEDBACK IS NOT ALWAYS EASY TO RECEIVE BUT IT GIVES THE OPPORTUNITY TO IMPROVE



DALE ALBRECHT

THERE IS ROOM FOR CONSENSUS DECISION MAKING, IF ASSOCIATED WITH THE RIGHT SET OF TOOLS FOR IT TO WORK

WE HAVE TO MOVE FROM 'CONFLICT' TO 'COMMITMENT' FOR OUR TEAMS TO COMIT TO DECISIONS WITHOUT RESERVATIONS

OFFERING AND ACCEPTING UNSOLICITED CONSTRUCTIVE FEEDBACK

WHAT IS ACCOUNTABILITY ON A TEAM?

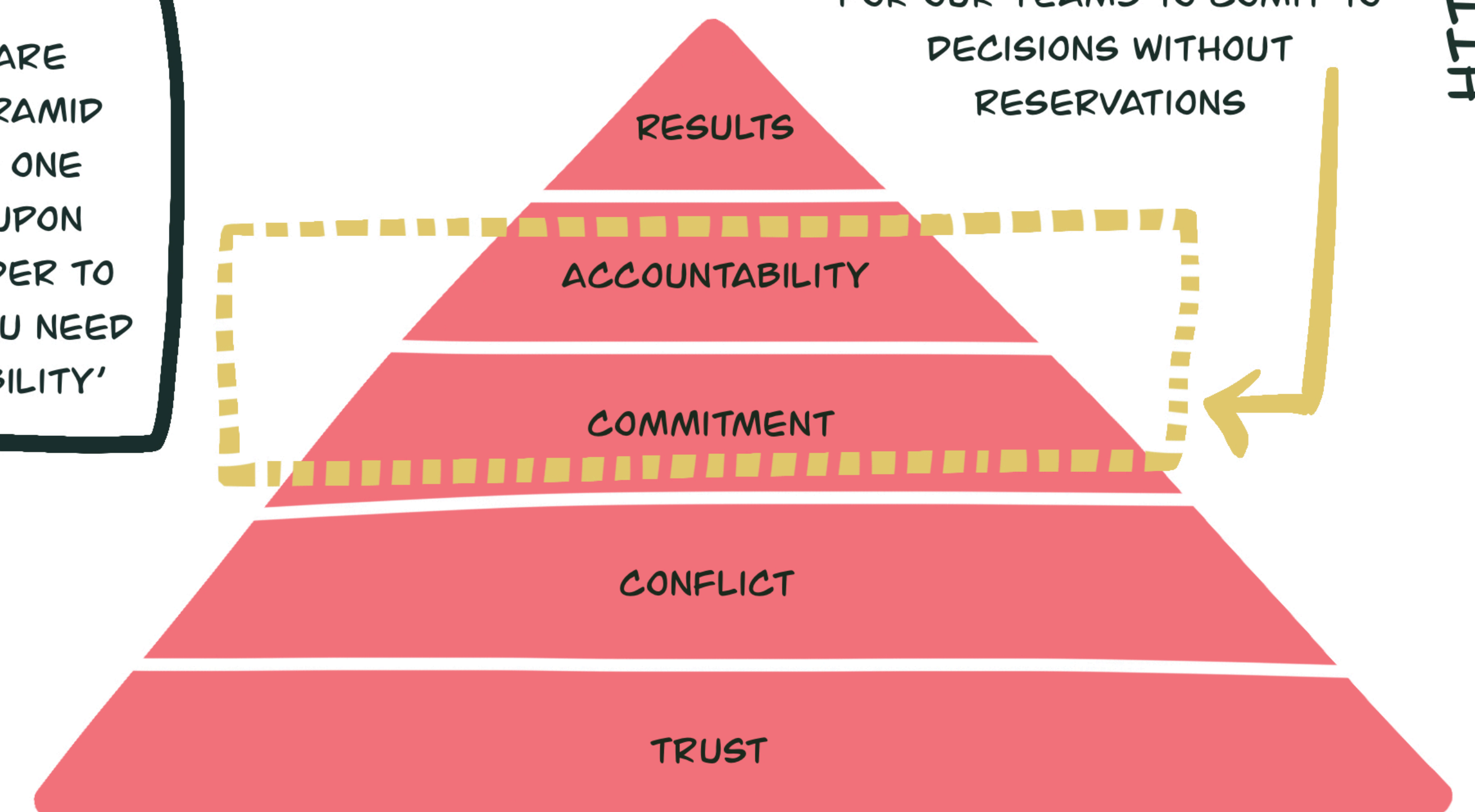
FEELING PRESSURE FROM OUR PEERS AND THE EXPECTATION TO PERFORM

CONFRONTING PEERS ABOUT PROBLEMS IN THEIR RESPECTIVE AREAS

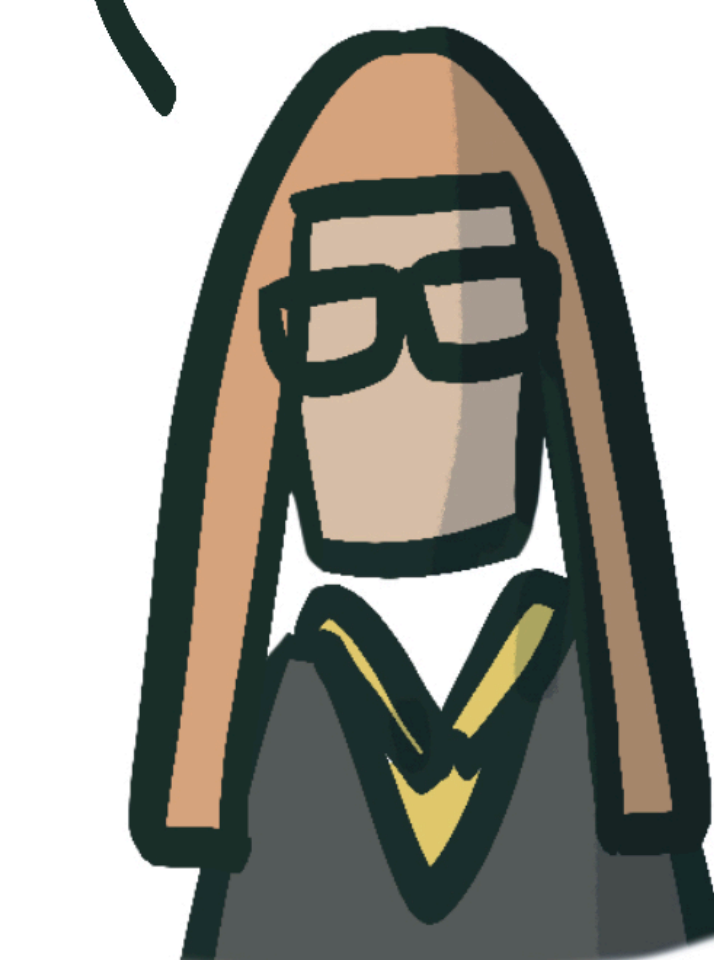
QUESTIONING ONE ANOTHER ABOUT CURRENT APPROACHES AND METHODS

IF THE LEADER DOES NOT LIKE TO HOLD OTHER ACCOUNTABLE, TEAM MEMBERS WILL COPY

THE 5 BEHAVIORS ARE PRESENTED IN A PYRAMID SHAPE IS BECAUSE ONE BEHAVIOR IS BUILT UPON ANOTHER. E.G. IN ORDER TO ACHIEVE 'RESULTS' YOU NEED TO HAVE 'ACCOUNTABILITY'



THE 5 BEHAVIOURS MODEL, BY PATRICK LENCIONI



MARIA GOMEZ ALBRECHT