

Jumpstart Your Leadership Team in 2019



January 23, 2019

1:00PM ET • 10:00AM PT

Symptoms of Dysfunction

- ❑ "Each team member is extremely talented but they just don't seem to be on the same page without me (CEO) inserting myself."
- ❑ "Our leadership team meetings are stale - we report out functionally but we don't challenge each other or push for innovation or to continually get better."
- ❑ "While we all seem to like each other, it is very rare that the team or subsets of the team get together to address important cross-organizational issues without me (CEO) in the room."
- ❑ "There is a clear 'elephant in the room' but everyone just seems to avoid the potentially controversial topic."
- ❑ "Leaders with authority directly or indirectly overpower the team. They push their point of view, don't listen to or are dismissive of other perspectives, and cut teammates off."

How Leadership Teams Get out of Sync

- The natural challenges of growing a fast paced organization.
- A tendency to focus on short-term matters at the expense of keeping an eye on strategic growth issues.
- Lack of team member skill at compromise and listening to others' perspectives.
- Poor accountability structures – who is responsible for what by when and how team members should integrate.



Characteristics of Great Leadership Teams

- ☑️ Oversee and contribute to the achievement of tangible, measurable results.
- ☑️ Grow in capacity to solve increasingly challenging problems over time.
- ☑️ Have confidence in their ability to get back in sync after inevitable periods of dysfunction.
- ☑️ Have impact above and beyond the contributions of any one individual.



How to Jumpstart Your Leadership Team



REFINE THE TEAM'S STRUCTURAL
FOUNDATION



CREATE AN ENVIRONMENT WHERE
PRODUCTIVE DIALOGUE THRIVES

Refine the Leadership Team Structure



Define the unique purpose of the leadership team.



Clarify team composition, key roles and points of overlap and integration.



Define vehicles for effective coordination and communication.



Establish expectations and norms for working together as a team.

Establish Environment Where Productive Dialogue Thrives



CEO's have to
model productive
dialogue behaviors



Take steps to help
team members
build trust



Experience
productive
disagreement

Productive Dialogue

*“**Productive dialogue** is the ability for teams to challenge, debate and discuss their most important issues in a manner that progresses the issues and leaves minimal relational scars.”*

Resources

- [Senior Leadership Teams](#) – Ruth Wageman
- [Leading Teams](#) – J. Richard Hackman
- [Is Poor Structure Holding Your Leadership Team Back](#) – RI Blog
- [Trust is What Fuels Great Leadership Teams](#) – RI Blog
- [TEDx Talk on Psychological Safety](#) – Amy Edmonson

Complimentary Offer...

Limited to CEOs, Presidents, GMs

Complimentary Leadership Team Assessment



(Limited to CEOs, Presidents, and GMs)

DIAGNOSE YOUR LEADERSHIP TEAM'S PERFORMANCE AND IDENTIFY WHAT
DIALS NEED TO BE ADJUSTED TO BUILD A TRULY GREAT TEAM.

Take advantage of this valuable offer to use a proven instrument to gain a better understanding of what's working, what's not and how to fix it. The online Team Leader Diagnostic from Team Coaching International, which takes about 20 minutes to complete, will enable you to diagnose your team's performance from two perspectives – 'What results is the team achieving?' and 'How is the team achieving these results?' An experienced RI consultant will then sit down with you to help you evaluate the diagnosis and create a preliminary plan to attack the gaps.

URL: www.relationship-impact.com/free-team-assessment/