

COGENCE Alliance

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Team Engagement for Greater
Productivity, Cohesion & Resilience

January 10, 2018

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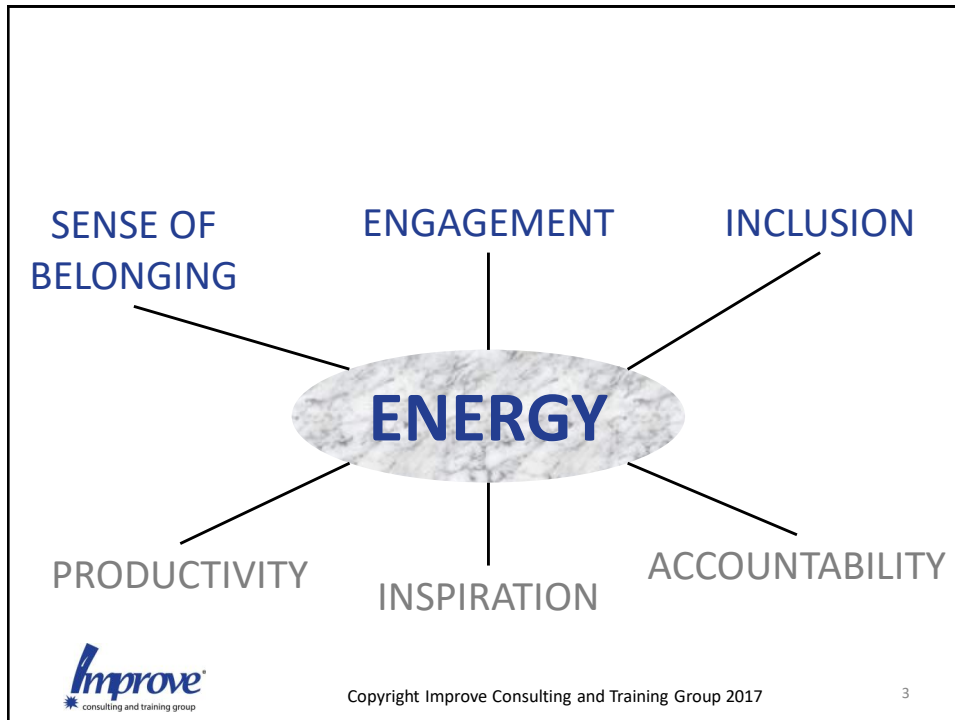


Critical Team Tips

- Create and Manage the Energy Patterns
- Set Team Operating “Norms”



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How Will We Behave, Interact and Operate as a Team?

• Do you have?

- Team Norms
- Team Engagement Strategies
- Team Operating Guidelines
- Team Operating Rules
- Team Playbook

Team Tip #2

Being proactive
helps
with prevention!

Seven Critical Attributes

Can you live without any of these and truly be productive?

1. Trust
2. Appreciation
3. Communication
4. Behavior Management
5. Meeting Management
6. Creativity & Ideation
7. Problem Solving & Decision Making



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Trust:

reliance on the integrity, strength, ability, surety, etc., of a person or thing; confidence.

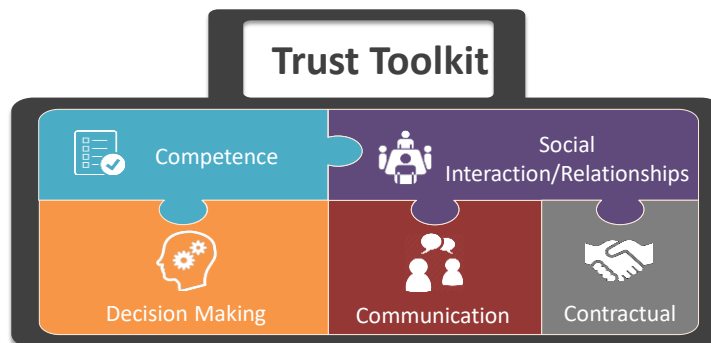


Competence

(know your area of expertise)
(be knowledgeable based on level and job role)

Social Interactions/Relationships

(engage/network beyond the work)
(establish a point of connection)



Decision Making

(consider multiple stakeholders)
(consider the impact to others)
(consider cross-functional impact)

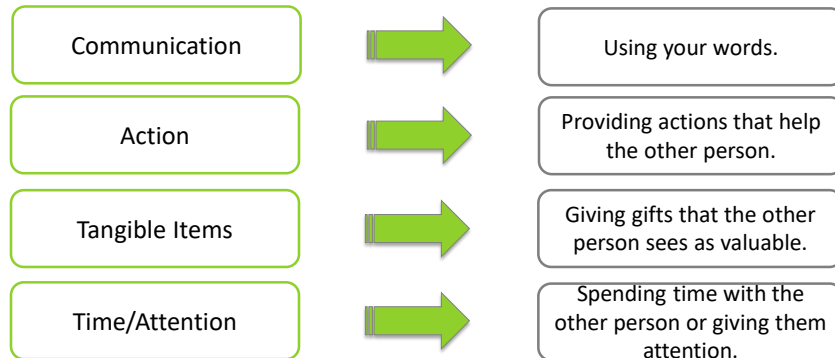
Communication

(do what you say)
(be transparent with information)
(respect confidentiality)
(engage in vulnerable conversations)
(honesty and integrity in communication)
(style, tone and approach)

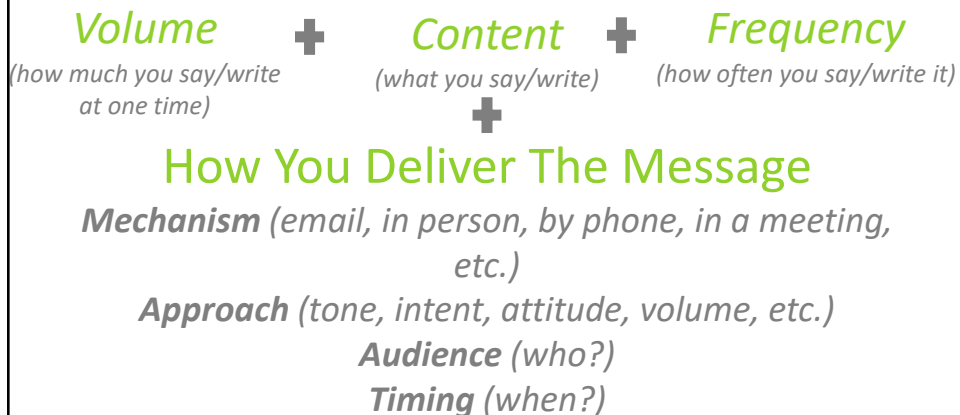
Contractual

(do what you promise)
(deliver the established goal)

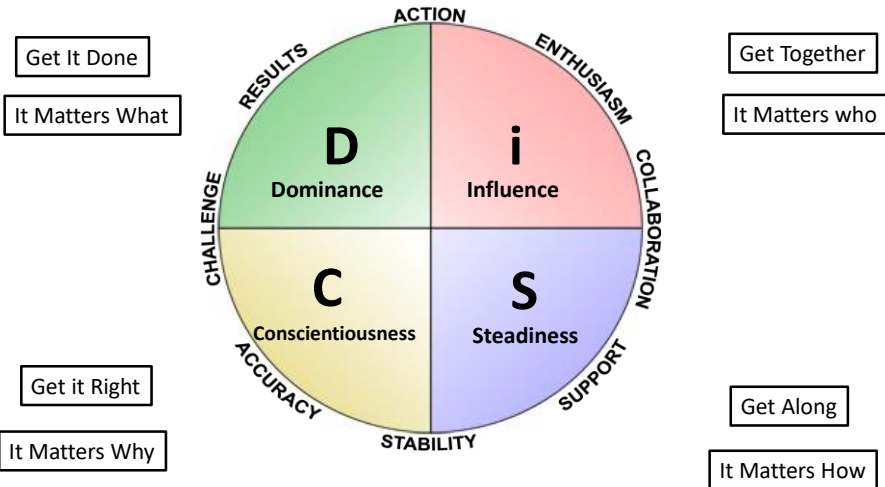
Types of Appreciation



Communication



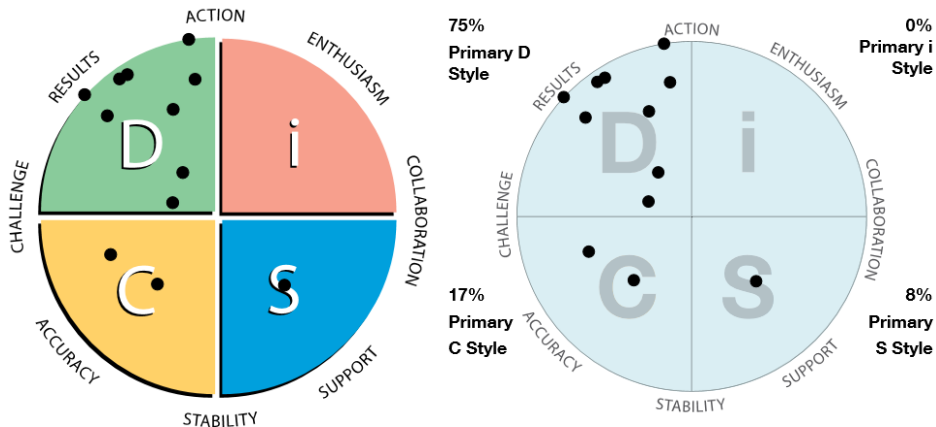
Everything DiSC® Workplace Map



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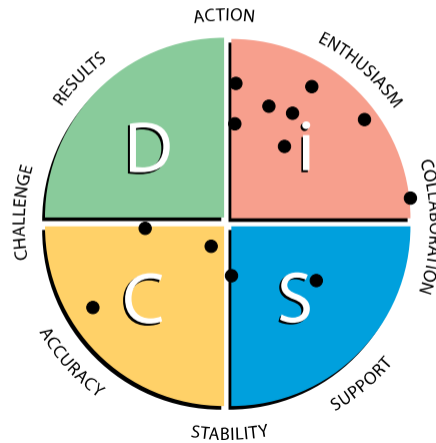
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Everything DiSC® Group Map

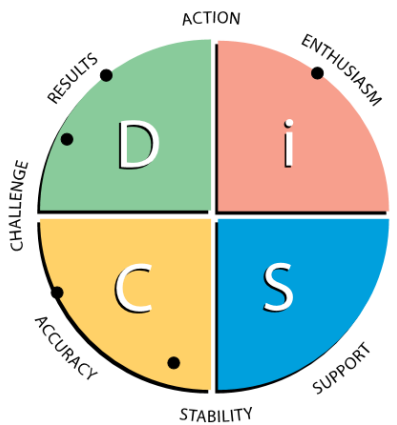
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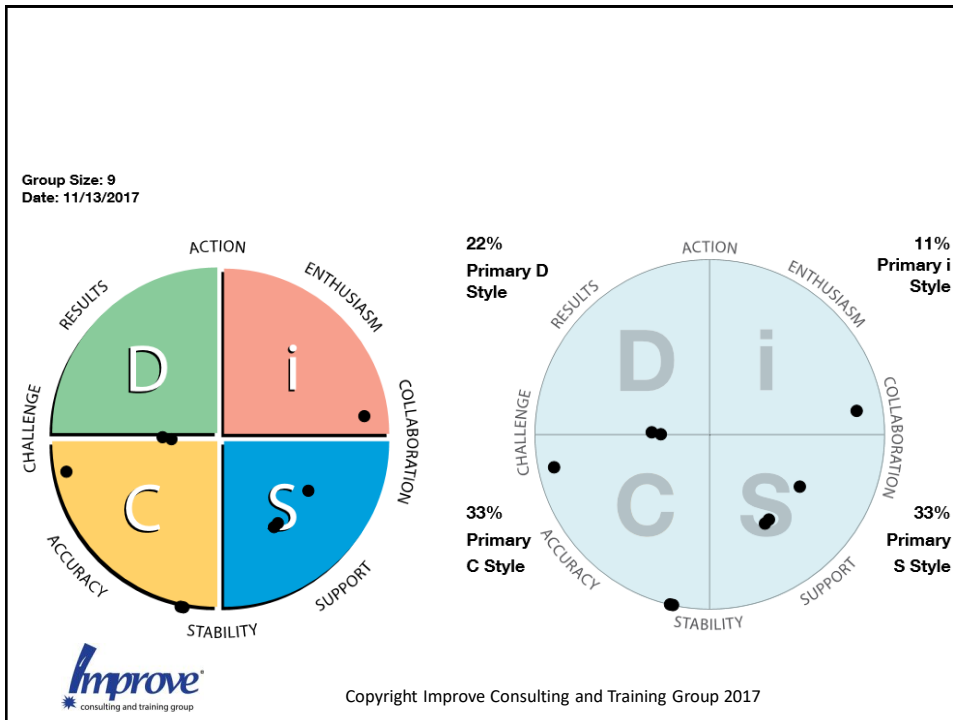
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Should I Hold This Meeting?

Only if you can answer the following:

Why? Why do you need to bring people together?

What? What are the expected outcomes?

Who? Who needs to help you accomplish it?

How? How will you run the meeting? Your Strategy.

How Long? How much time is needed to reach your outcomes using this strategy and with these people?

When? When is the best time to have it?

Where? Where is the best place for the meeting?



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Ellen's Research

Foundational Elements to Support Strategy

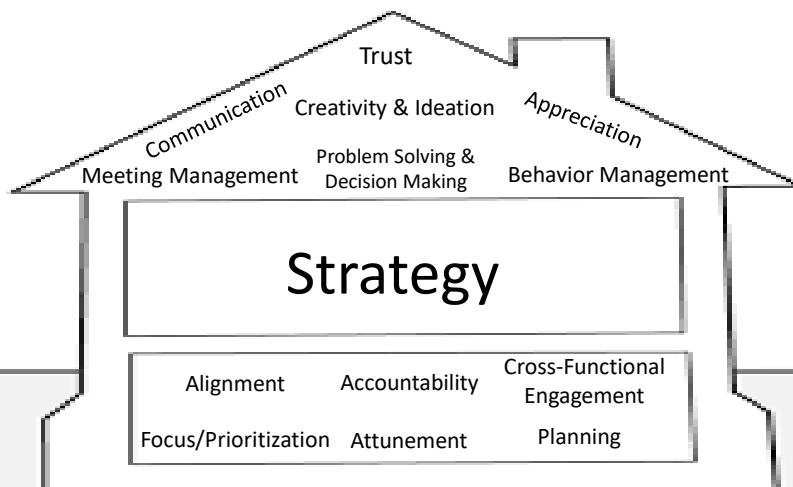


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The Ultimate Strategy: *Getting Back to the Basics*



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Wrap Up

- **Critical Attributes are Required to Build and Sustain a Healthy Team**
 - Productivity, Cohesion and Resilience are outcomes
- **Foundational Elements Support the Team**
 - A shaky foundation can't support fancy windows.

what **NOW**
NEXT



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*"We make processes more **efficient** and the people and **TEAMS** who work on them more **effective**."*

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