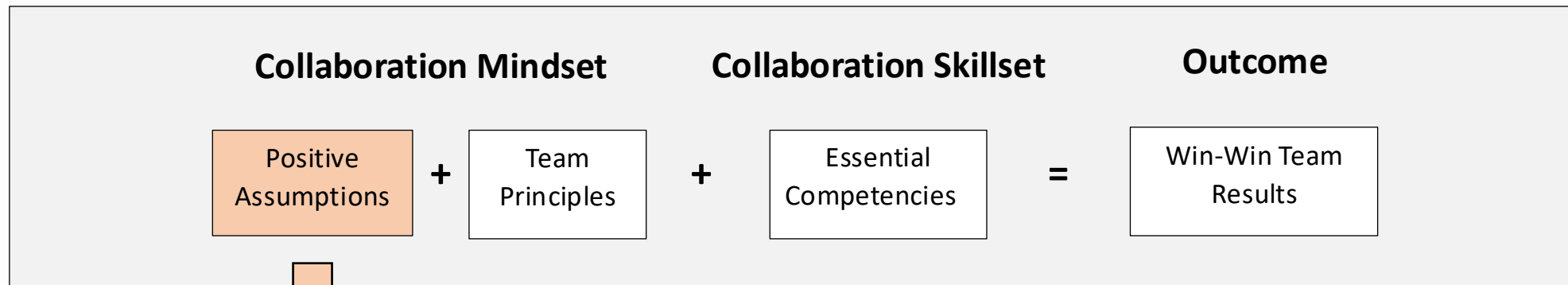


1 - POSITIVE Underlying Assumptions

Team Collaboration Development Platform

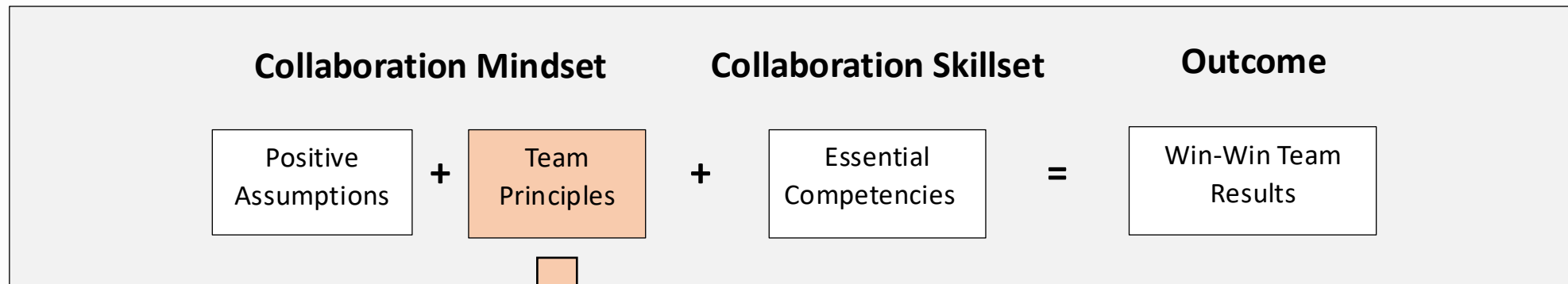


Theory Y (Positive Assumptions): Described as your belief in the potential of people to get the job done...versus Theory X or Negative Assumptions.

Develop Mindset *before* Skillset

2 - TEAM Principles

Team Collaboration Development Platform

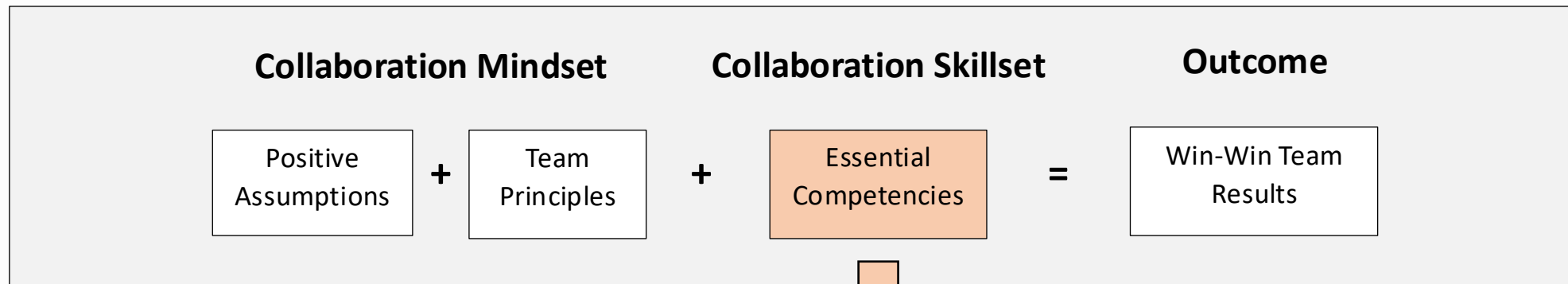


11 Novel Principles (3 examples): Focus On Team – Not Position, Seek-Out Skillful, Adaptable Players, Charge the Team to Perform the Work.

Lead with Mindset ►

3 - ESSENTIAL Competencies

Team Collaboration Development Platform

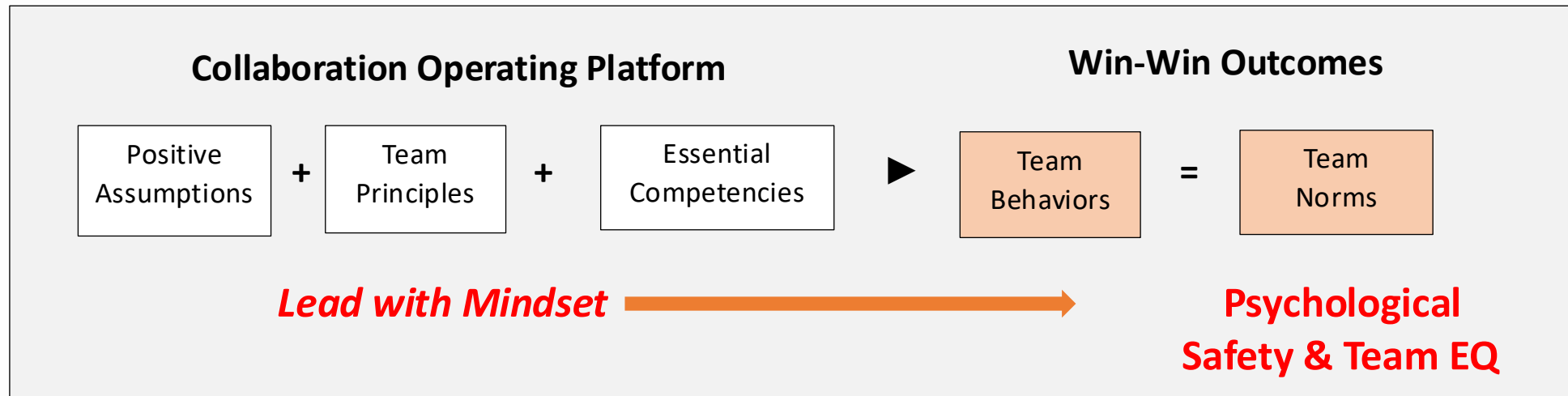


Competency Example: Using the Operating Principle, “Rely On Each Other,” competencies aligned with this principle are Relationship Building, Team Management, and Team Player

Mindset helps shape Competency choices (and behaviors)

4 - TEAM Norms

Team Collaboration Development Platform



Research...an effective approach to collaboration requires coaching; without it, sustained team performance suffers.

5 – Debrief (Linking Platform Components...)

Team Principle

“Coach Teams to Respond to Changing Conditions on Their Own”

Essential Competencies & Patterns of Behaviors

Change Agility



- Flexible
- Open to New Ideas
- Quick to Adapt to New Situations
- Employ Change Mgt., Techniques
- Comfortable with Ambiguity

Problem Solving & Decision Making



- Able to ID and Solve Problems
- Act Decisively
- Isolate Causes from Symptoms
- Involve Others
- Commit to Action
- Show Good Judgement

Communicativeness



- Value Exchange of Information
- Seek Information from Variety of Sources
- Use Technology to Access & Share Information
- Are Proactive in How Information is Shared