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## **Building & Growing the 5 Essentials of a StrengthsFirst Leadership Team**





# What Do You See First

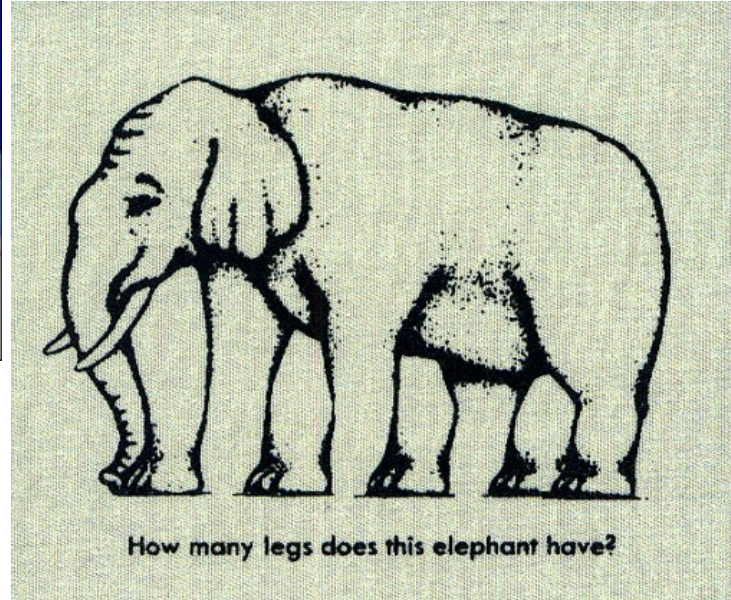


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# Different Perspectives Impact All Teams



# Characteristics of a High Performing Team

**TRUST**

Vulnerability-based

**POSITIVE CONFLICT**

MV<sup>2</sup> + I<sup>2</sup> Mission/Vision/Values-focused around Ideas and Issues

**COMMITMENT**

To the Mission and the team

**ACCOUNTABILITY**

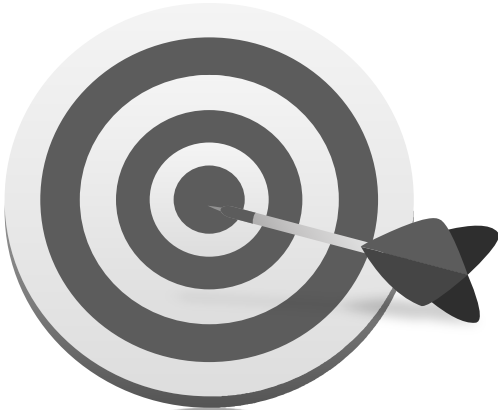
To one another

**RESULTS**

TEAM results



# WHY Invest in Building Your Team?



To better utilize the strengths of each individual



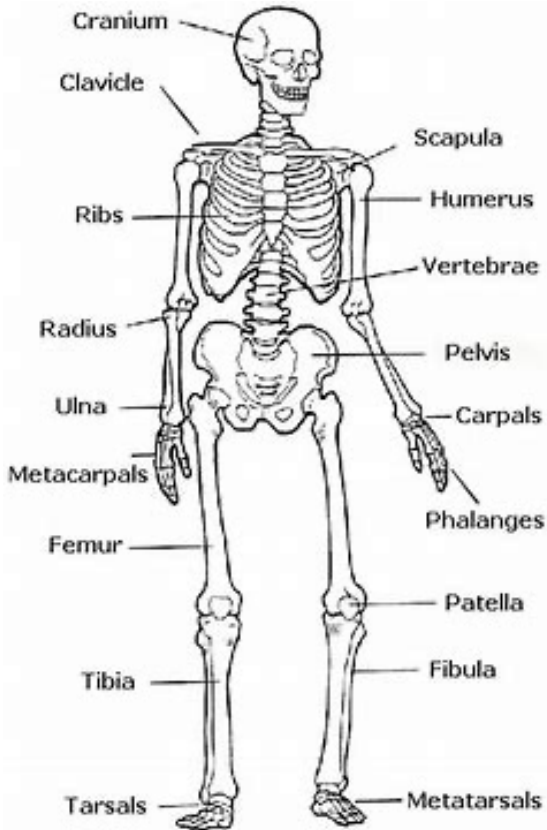
# WHY Work To Build Your Leadership Team?

“As goes your leadership team, so goes the rest of your organization...”

*Gino Wickman, author of Traction*



# One Body



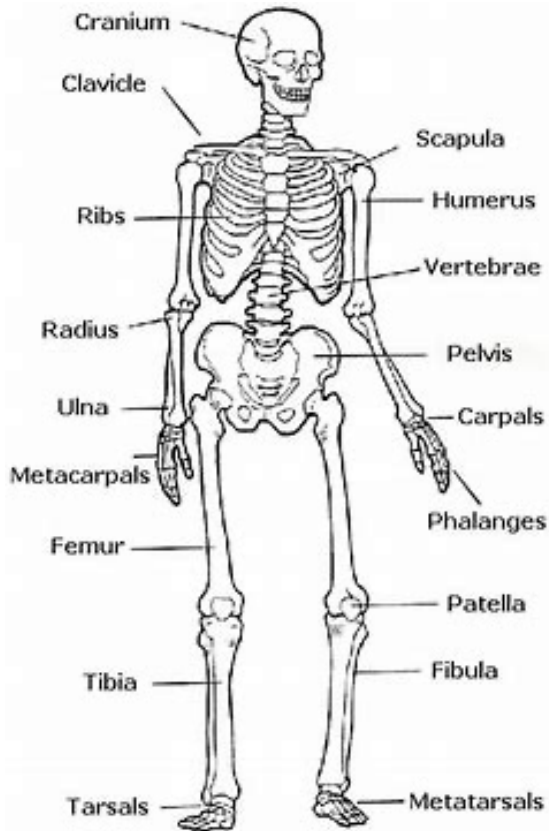
- ▶ One body, many parts
- ▶ Each part serves its purpose; results if one part is out of place
- ▶ Each part depends on each other to run effectively



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# One Body



- ▶ Its parts should have equal concern for each other.
- ▶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.



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# Leadership Team Keys



# Leadership Team Keys





# Leadership Team Keys





# Definition of TRUST

Confidence among team members that their peers' intentions are good, so you can be vulnerable with one another



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WHY DO **I** HAVE  
TO GO FIRST?

THERE'S NO **I**  
IN TEAM DAVE

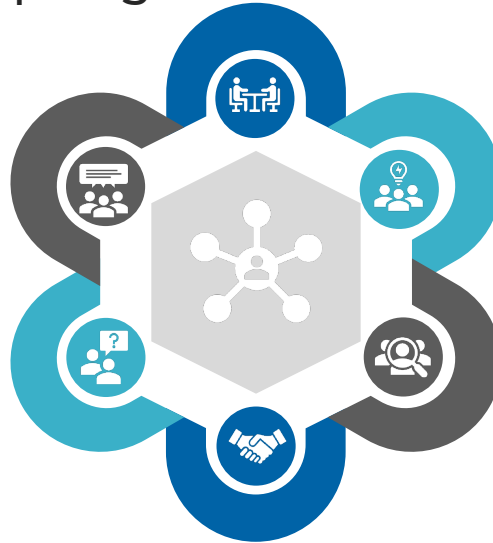


# Trust

Make and receive  
prompt apologies

Admit  
weaknesses and  
mistakes

Willingly ask  
for help



Acknowledge  
and tap into  
strengths

Truly know and  
appreciate one  
another

Possess  
vulnerability-  
based trust



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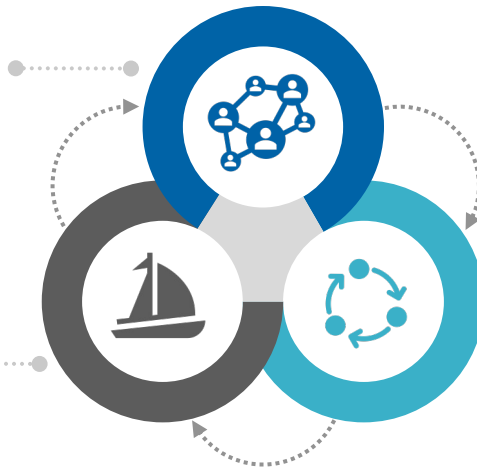
# Build a Foundation of TRUST

## Vulnerability-based TRUST

The tasks:

1 - Demonstrate  
leadership  
integrity and  
vulnerability

3 – Create  
shared  
experiences



2 – Carry out  
multiple  
follow-throughs



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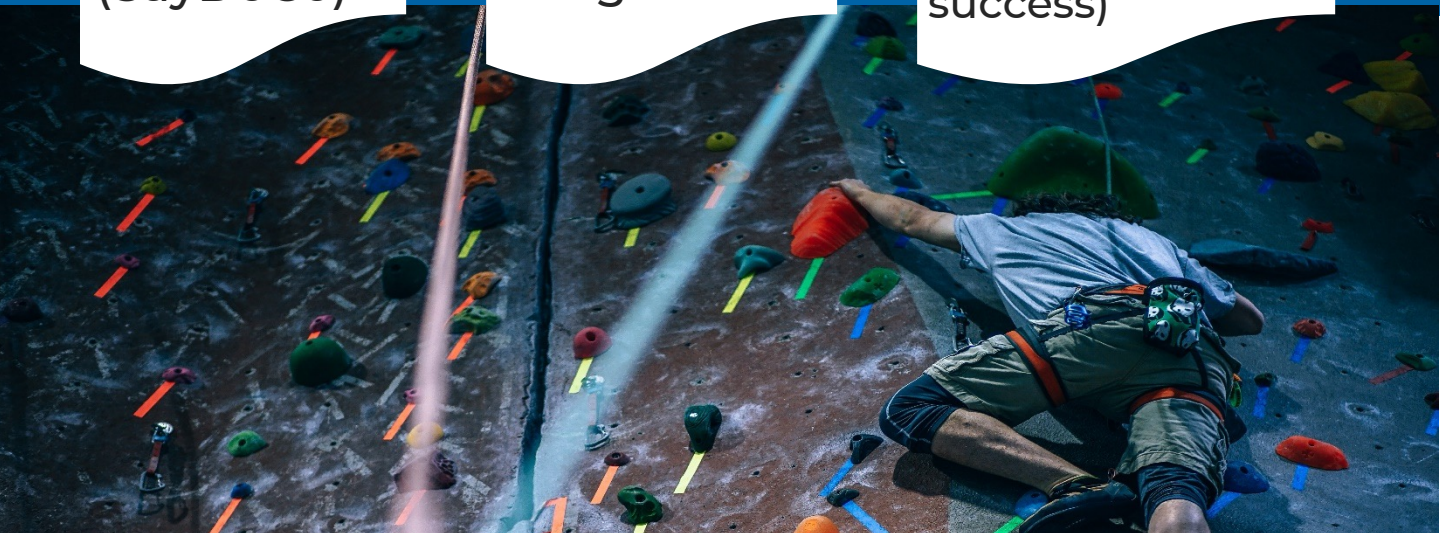
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# Carry Out Multiple Follow-Throughs

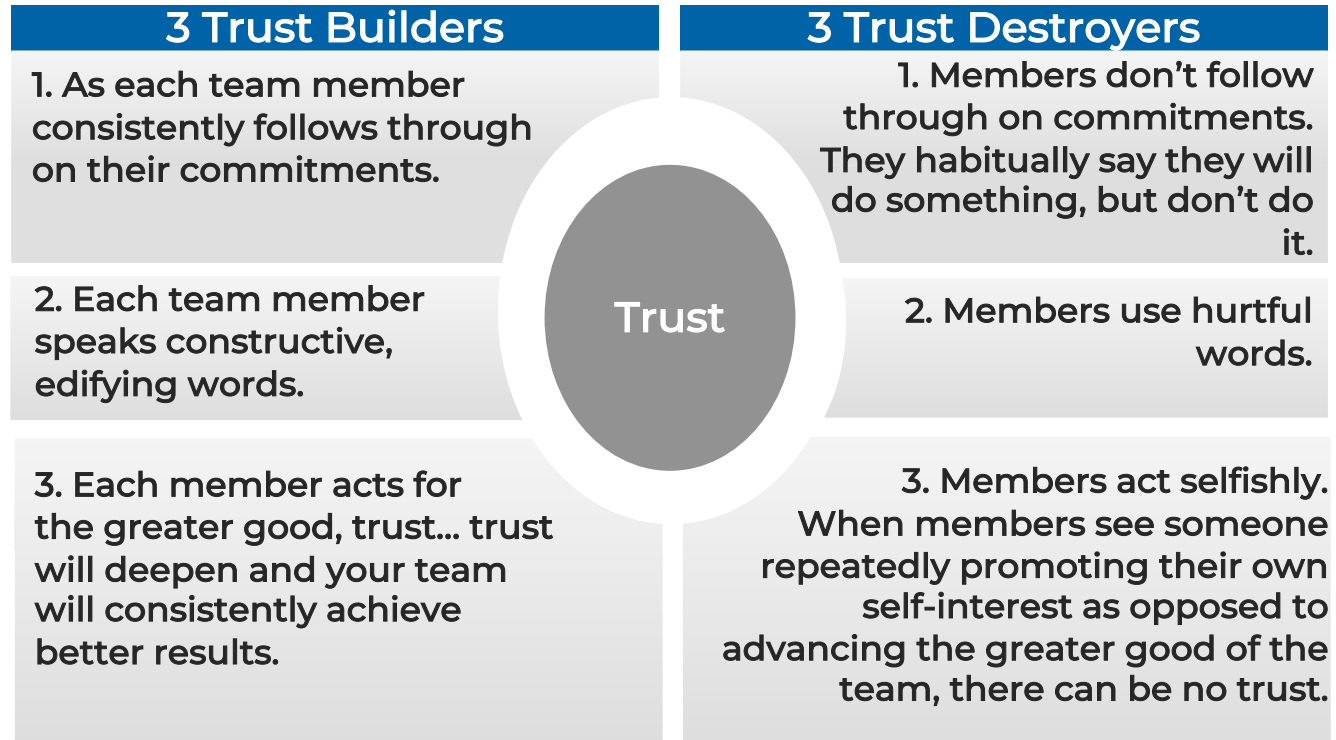
Do what  
you say you  
were going  
to do  
(SayDoCo)

Be  
responsible  
in the small  
and large  
things

Design  
opportunities for  
all to demonstrate  
follow-through  
(set up for  
success)



# Trust Builders & Trust Destroyers



Building  
TRUST is a  
continuous  
process.  
Keep on  
keeping on!





# Leadership Team Keys



# Positive Conflict

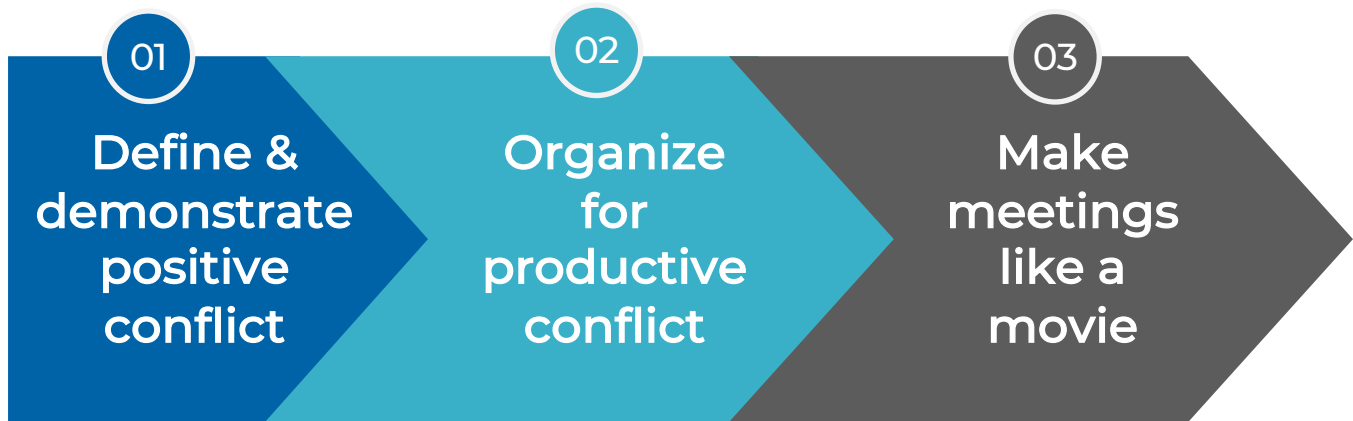


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# Grow Through Positive Conflict

## TASKS



# Define & Demonstrate Positive Conflict

Clarify  
Mission,  
Vision, and  
Values



Focus on Issues  
and Ideas, not  
personalities  
(truth, not politics;  
doing the right  
thing)



Encourage healthy  
conflict (it's good to  
challenge each other  
with passion,  
emotion, and  
frustration)



$$\text{Positive conflict} = MV^2 + I^2$$

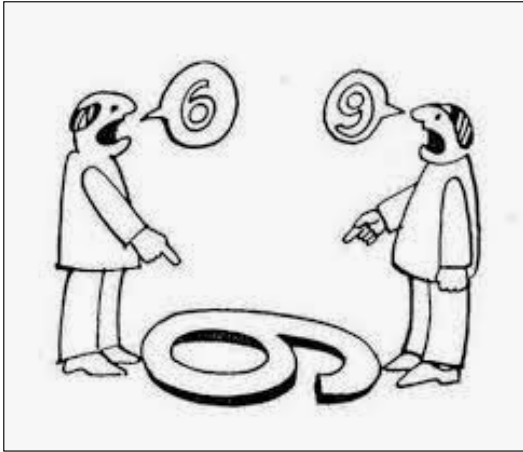
(Based on Mission, Vision Values + focused on Issues and Ideas)



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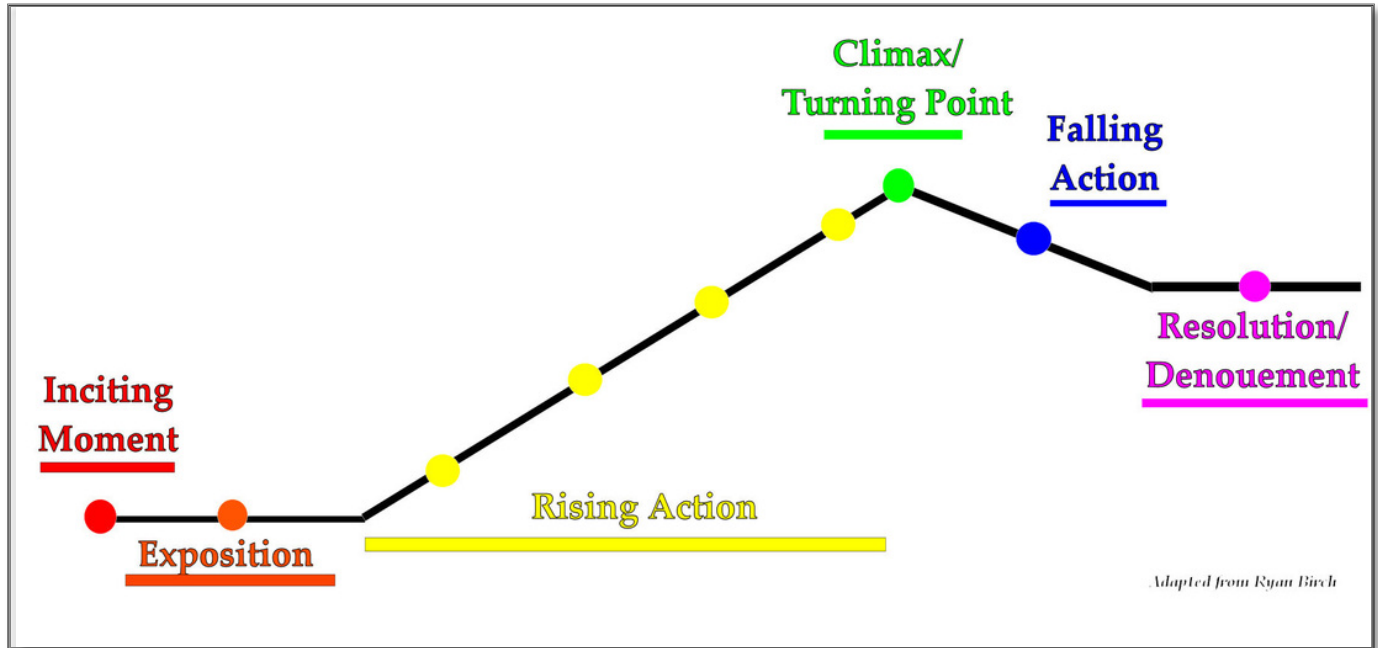
# Organize for Productive Conflict



- Produce the best possible solution in the shortest period of time
- Select and hold to appropriate meetings times

**Stop negatives: artificial harmony, out-of-meeting personal attacks**

# Make Meetings Like a Movie



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# Leadership Team Keys



# Commitment

01

Clarity about its direction and priorities



02

Support group decisions, even if they initially disagreed



03

Discussions end with clear and specific resolutions and calls to action



04

Members leave meetings confident that their peers are completely committed to the decisions that were agreed upon



05

The team follows through on its decisions



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# Construct Commitment

## TASKS:

1. Achieve clarity and buy-in
2. Bring debate to a conclusion
3. Commit to a decision

## COMMITMENT



The chicken was involved. The pig was committed!

# Achieve Clarity & Buy-In



Hear, consider, and discuss /  
debate members' opinions

Tap into the collective wisdom of  
the group

Build to a decision, not to  
consensus and certainty



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A close-up photograph of two hands holding a green topographic map. One hand is pointing at a specific location on the map, while the other hand holds a circular compass. The background is blurred, showing more of the map and the hands.

## Bring Debate To A Conclusion

- Make a decision despite uncertainty (a decision is better than no decision; avoid analysis paralysis; understand you could be wrong)
- Align team around the mission and vision
- Leaders make final decision



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Be decisive.  
Right or wrong, make a decision.  
The road of life is paved with flat squirrels  
who couldn't make a decision.





# Leadership Team Keys



# Build In Accountability

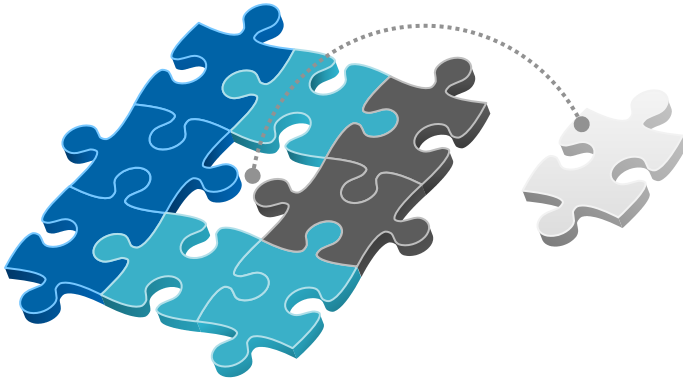


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# Engage In The Highest Form Of Praise

## ACCOUNTABILITY



- ☒ Declare the person's importance
- ☒ Declare the task's importance



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# Be Willing To Encourage Peers To Help The Team

- Use positive peer pressure
- Tolerate interpersonal discomfort and have the vital conversations
- Use the EFA technique
  - Empathy
  - Fact
  - Action



A circular stone labyrinth is carved into a mossy stone surface. The labyrinth features a central square opening and a complex path of winding walls. The stone is a mix of reddish-brown and grey, with green moss growing in the crevices and around the edges. A blue banner with white text is superimposed over the center of the image.

**Destroy ambiguity – the enemy of accountability.  
Develop and follow a clear process.**

# Leadership Team Keys





# Results

01

Makes willing sacrifices for the good of the team



02

Has a reputation for high performance



03

Achieves its objectives consistently



04

Morale is significantly affected by the failure to achieve team goals



05

Quickly points out contributions of others while not drawing attention to self.



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# Focus On & Measure Results

## TASKS:

Focus on the  
collective  
results of the  
team, not  
individual  
results

Reward only  
behaviors and  
actions that  
contribute to  
team results

Develop, share,  
and review  
appropriate  
metrics and  
objectives

## TOOLS:

1. Public declaration of results
2. Company scorecard



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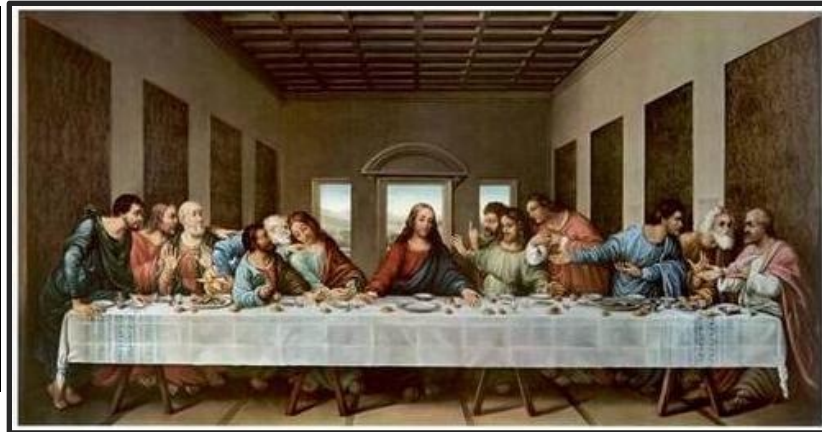
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# Leadership Team Keys





What will your team look like?



# Build a Cohesive & High-Impact Leadership Team

## TASKS:

Agree as a team to invest wisely in the TEAM

Develop SMART goals related to the TEAM

Assess – adjust after failures, celebrate after victories

## TOOLS:

1. High performance team assessment
2. CliftonStrengths
3. Strategic, unified planning



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# Ready For Action?

Contact us to get the StrengthsFirst, High Performing Team Package

CliftonStrengths  
Assessment for  
each person on  
the team

One-on-one  
coaching sessions  
for each  
individual

4-hour team  
learning session  
with actions to  
implement

4-hour team  
building session  
with actions to  
implement



Take the first step towards increasing engagement, energy, and efficiency!

In the end, we provide strategic planning for your amazing, engaged team!

We're ready to partner with you to build a healthy, engaged high performing team!

Explore other options:

- Executive coaching
- Strategic planning & execution



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**Final thoughts & questions.**

**Thank you!**

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