



TEAM Development

Leadership Program

WHAT DID YOU DO?



WHAT DID YOU DO?

COMMUNICATION DOS

**Be inclusive and transparent.
Be clear, direct, and concise.
Be friendly and personable.**

COMMUNICATION DON'TS

**Don't dictate, dominate, or over-control.
No (or minimal) surprises.
Don't rush or cut off conversation.**

**Dive Deep
into DISC for
TEAMS**

01

**Develop Your
TEAM &
Create High
Performance
Culture**

02

**Manage Your
TEAM
Through
Change**

03

**Tapping into
Your
TEAM's
Motivations**

04

**Encouraging
Collaborative
TEAM
Decisions**

05

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TEAMS



What do you like?



What do you dislike?

You don't just put a group of people together, and they become a team.

Stage One
FORMING

Stage Two
STORMING

Stage Four
PERFORMING

Stage Three
NORMING

Stage Five
**TRANSFORMING
REFORMING**

TUCKMAN MODEL

Team Development Debrief

- What stage is your team in right now?
- What behaviors have you observed?
- What are the challenges at this stage?
- What can you do to develop your team and move them through this stage?

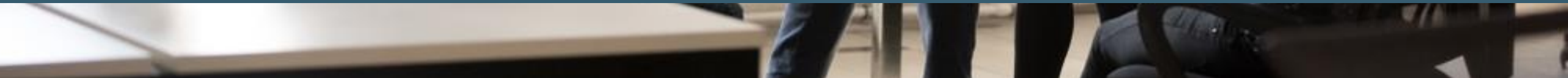




PSYCHOLOGICAL SAFETY

The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.

- AMY EDMONDSON, Harvard Professor



Psychological Safety



- "The 4 Stages of Psychological Safety," by Timothy R. Clark



Intellectual Friction

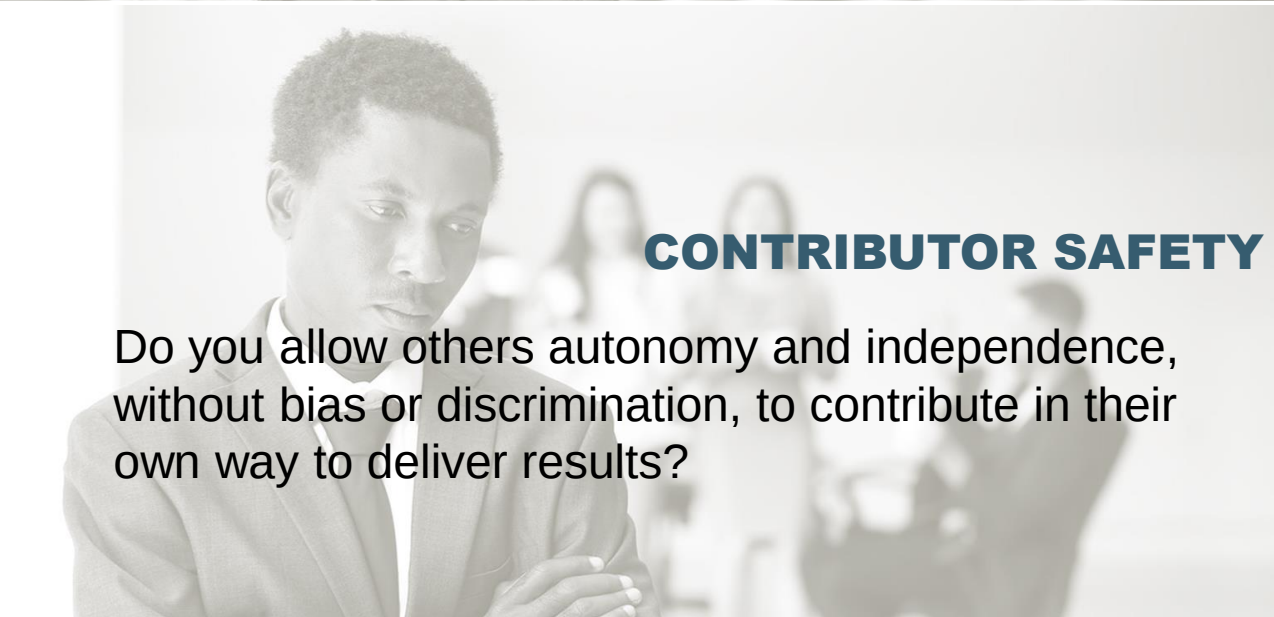
Social Friction





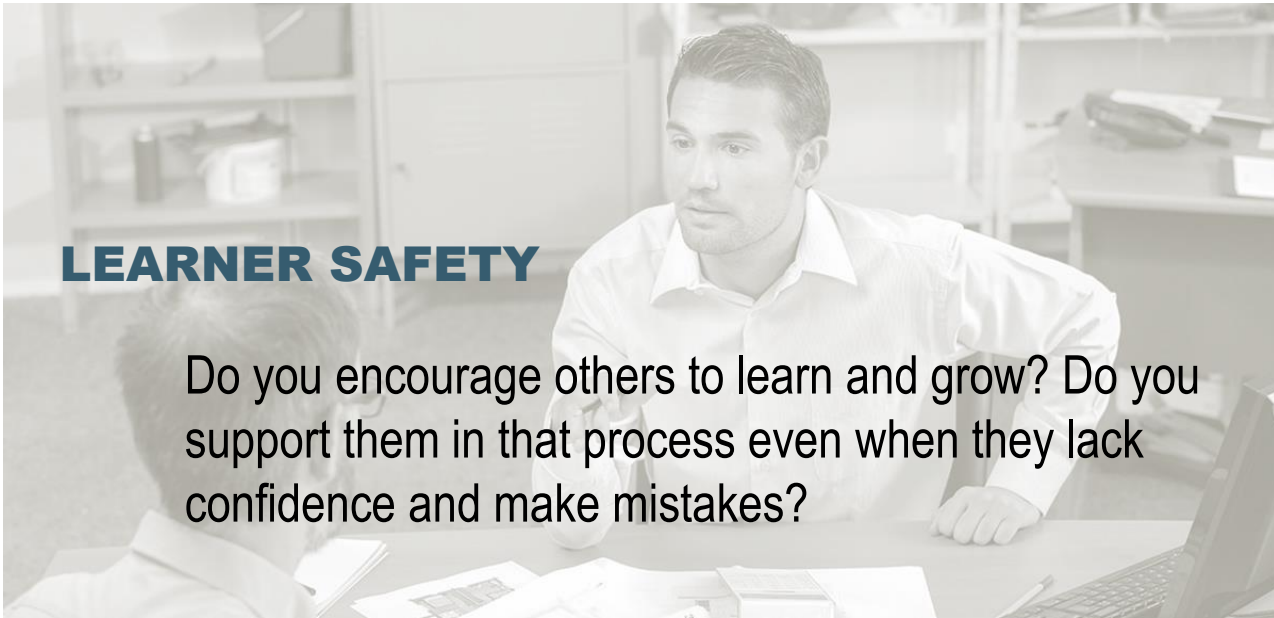
Do you welcome others and embrace them for their unique capabilities, perspectives, and values, even if they differ from yours?

INCLUSION SAFETY



Do you allow others autonomy and independence, without bias or discrimination, to contribute in their own way to deliver results?

CONTRIBUTOR SAFETY



LEARNER SAFETY

Do you encourage others to learn and grow? Do you support them in that process even when they lack confidence and make mistakes?



Do you invite others to challenge the status quo in order to make things better? Do you encourage people to disagree and debate for the better?

CHALLENGER SAFETY

Sympathy v. Empathy



- He just found out that a family member had suddenly passed away in a terrible accident.
- He just had his soulmate break up with him after being together for two incredible weeks.
- He just heard a voicemail from his partner who left him and took the kids after ten years of marriage.

WHAT WILL YOU DO?





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