

OVER THANK PEOPLE

Those who receive thanks from you are more likely to help at a moment of need. Frequent thanks can spark a contagion of safety, connection and motivation!



SHARE VULNERABILITY

We are taught that we need trust before we can be vulnerable but in fact it works the other way round. Moments of vulnerability when shared create trust and group chemistry

Name one elephant in the room that your group needs to talk about. Describe and discuss the typical response in your group when someone makes a big mistake or fails.

Think about when the group comes together – which build the relationships we want?



TALK PURPOSE OFTEN

*Purpose isn't located in single phrase – it's in the kaleidoscope of stories, mantras, symbols, sayings, behaviours and images....continually guiding you toward your highest goal

If someone landed from Mars to observe your group, how would they detect what matters most for you? How would they detect your highest priorities?

* Daniel Coyle



HOLD AFTER ACTION REVIEWS

After a project / task is completed have a reflective discussion to help you learn how to perform better. Key to this is a shared humility with no assigning of credit or blame. Don't involve the boss if it helps!

What went well? What didn't go well? What are we going to do differently next time?



LEARN TOGETHER

High performing cultures spend time learning skills (that may have little obvious connection to their work). A team that values collaboration / learning with others supports collective growth for effective problem-solving and organizational development.

Swap learning for work. Mix levels of seniority. Encourage your experts to teach.

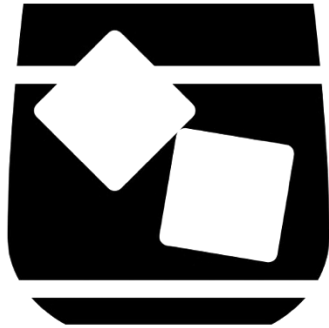
SMART ICE BREAKERS

Understand that a possible cringe moment is a point of mutual vulnerability that can bring you closer. So, use it tactically.

What are the three things absolutely everyone should know about you?

What about this project excites you the most?

Talk about what happens on your best days?



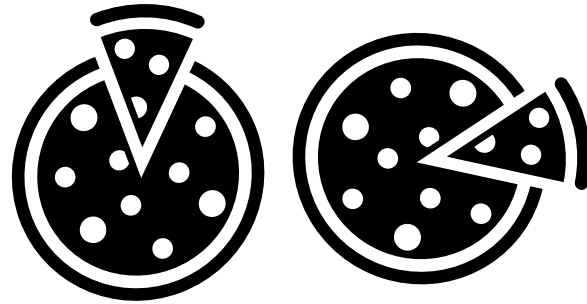
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APPLY TWO PIZZA RULE

Two pizza teams hit the sweet spot... not too many relationships to manage but enough to generate creativity and connection.



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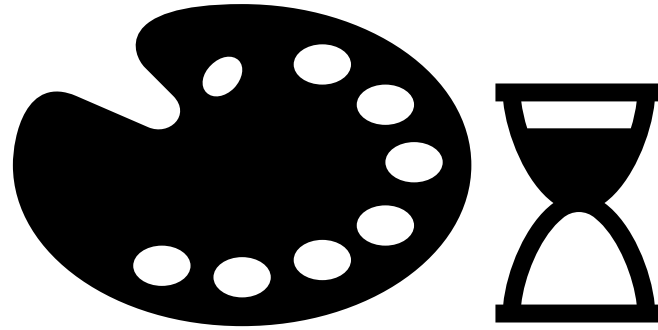


BEST OF ME SUMMARIES

When everyone in the group shares an understanding of each other's strengths, tendencies or habits it in turn will drive higher performance

I'm at my best when... / I'm at my worst when...

You can count on me to... / What I need from you all is...



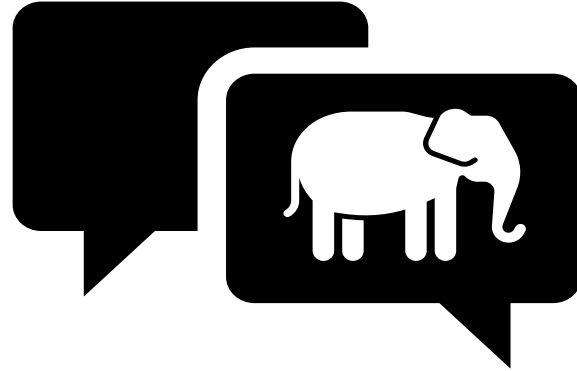
CREATE TIME FOR CREATIVITY

If you are looking to generate or innovate there is sense in investing in (ideally physical) together time and creating the conditions for collaborating well.

Ring fence time away from doing work

Change the location

Enable all to input (e.g. whiteboard)



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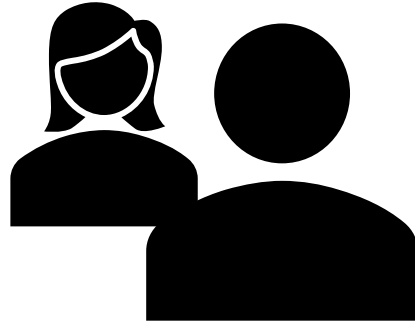
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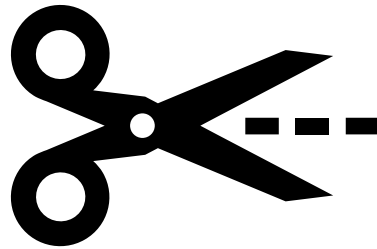
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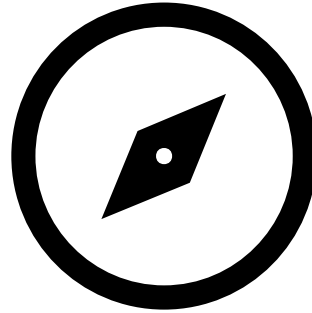
DELIVER NEGATIVES IN PERSON

If you have negative news or feedback deliver it in person or at least with a 1-1 video call. It handles the tension upfront and supports shared clarity and connection. Moments of negativity create risk of division so seek to connect at these moments.



CUT THE BOSS OUT

There are benefits for team problem-solving when the manager / leader is not involved. The best teams have accumulated the confidence / capability to solve their own challenges (and ownership supports their commitment).



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TRY A CORNY CATCHPHRASE

Strong cultures embrace corny and memorable catch-phrases - repeating them in speeches and capturing with images. They connect the current moment to a shared direction.

A winning phrase is short, vivid and easily remembered.
They spotlight a key action or attribute.



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