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# ELEVATING TEAMWORK:

## 3 KEYS FOR LEADERS

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Leadership Training Manager

# CHALLENGES

- Employee engagement
- Sub-optimal team performance
- Dealing with curveballs



# IMPACT OF THE CHALLENGES

quality hit to low  
issues reputation morale

wants **STUCK IN** turnover

lost **THIS LOOP** missed  
productivity loss of deadlines

more cost market share injuries

“

Every problem is a  
leadership problem.

*Jocko Willink*

”

# REQUIRED LEADERSHIP TOOLS

The background image shows a construction site at dusk or dawn. In the foreground, a large yellow Caterpillar machine, possibly a paver or grader, is working on a road surface. Several workers in high-visibility vests and hard hats are visible, some standing near surveying equipment like tripods. The scene is dimly lit, with the sky showing a gradient of blue and orange.

- Know your team
- Communicate relentlessly
- Drive innovation

# KNOW YOUR TEAM

“

Leadership is a relationship.

*The Leadership Challenge, Kouzes & Posner*

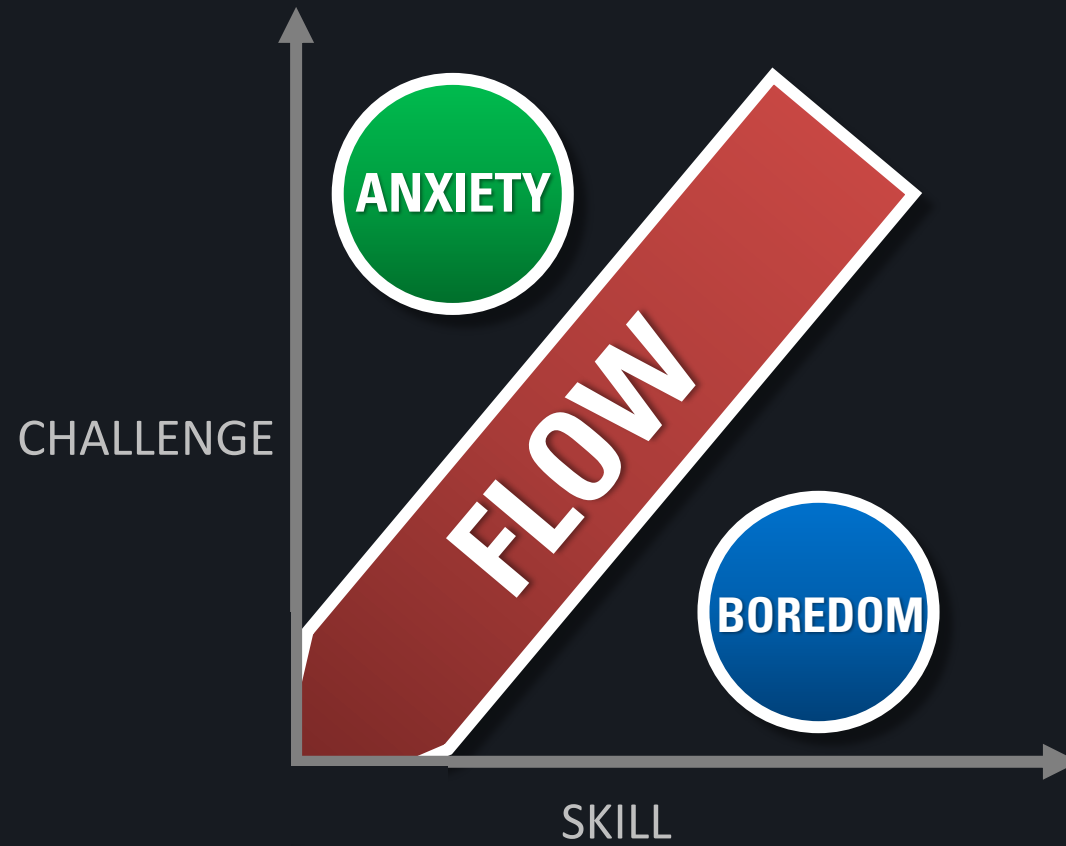
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# CONNECT with the WHY





# FLOW



# FIELD TEST

1. Map each employee on the flow model.
2. How might you adjust your approach for each person?
3. What are 2-3 possibilities to develop them?

# COMMUNICATE RELENTLESSLY

# LISTEN DEEPLY

1. Be fully present. Don't interrupt. **Breathe.**
2. Ask more questions than you answer
3. W.A.I.T.

# COMMS FRAMEWORK



**TRANSPARENCY**  
TRANSPARENCY



# FIELD TEST

1. Learn one new non-work thing about each employee in the next week.
2. At your next team huddle, practice using **why/what/how/so what** to share the day's goals.
3. What are 2-3 business metrics you can share with the team? Create a regular practice of discussing.

# DRIVE INNOVATION



“ The learn-it-all will always do better than the know-it all.

*Satya Nadella, CEO of Microsoft*

”

# YOU ARE A ROLE MODEL

1. People look to others, especially to authority, for signals about **OK / not OK**
2. You are **always** sending signals
3. This influences your reputation as a leader, both internally and **externally**

# THIS IS A TEAM SPORT

Today, the best leaders are:

1. **Humble** in the face of challenge
2. **Curious** about what others bring
3. Willing to **take risks to learn quickly**

# FEEDBACK



Ted.com: [The secret to giving great feedback.](#) LeeAnn Renninger

# FIELD TEST

1. Once a day: ask for feedback on one of your own actions. **Bonus points for family!**
2. Allow the team to take the lead in resolving a challenge. You observe & provide feedback on the process.
3. Reward curiosity & innovation at least once a day publicly.

# ON LEADERSHIP

“

Leadership is the awesome responsibility to see those around us rise. Every one of us can choose to be the leader we wish we had.

*Simon Sinek*

”

# HIGH PERFORMING TEAMS

1. Build trust
2. Get to the truth faster
3. Handle things quickly & well
4. Stay connected to the bigger why

A construction site featuring a large yellow CAT machine, possibly a paver or roller, in the foreground. Several workers in safety gear are visible in the background. The scene is set against a clear blue sky.

**KNOW YOUR TEAM**

**COMMUNICATE RELENTLESSLY**

**DRIVE INNOVATION**





**SMOOTH SAILING!**