

THE *RENEGADE* LEADER[®]

Debora McLaughlin • The Executive Coach

Stop struggling with poor team performance...

Here is a proven path – with no gimmicks or simplistic formulas – to build highly effective teams.

Building effective teams is hard. That's why so many executives share with us the following frustrations:

- Many employees – even at senior levels -- lack the ability to build and participate on teams effectively.
- Interpersonal dynamics create lots of friction and hassles that are time consuming and challenging to overcome.
- It is rare for team members know how to set expectations and create engagement in ways that get great results while strengthening relationships.

A 15-part methodology that gets practical results without superficial gimmicks or clichés

There are plenty of simplistic books and manuals that make the best-seller lists about teams. However, these rarely have the depth or practical grounding to make teams really work.

The Renegade Leader Coaching & Consulting Group has a 15-part methodology that helps teams be successful from start to finish. It has improved performance on teams in professional services, technology, finance, and non-profits.

A robust, deep, and practical approach.

The secret to the success of our approach is that it is deep. It helps your team look at fifteen unique dimensions of performance, and can be delivered through training, coaching, facilitation, or a combination – whichever is most convenient for you.

EXECUTIVE COACHING • LEADERSHIP DEVELOPMENT • CONSULTING

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Team Assessment: What conversations are your teams having?

Even if members of a team think they are discussing the same topic, often they are having very different conversations. One team member might be talking about vision, while another is wondering about specific initiatives, another is focused on evaluating ideas, and still another is frustrated that no one is committing to specific action steps. In addition, some team members aren't saying anything at all or are making negative comments.

The next time you have a team meeting, write down the names of the team members across this page. Every time someone speaks, check off what kind of conversation they are having. Then you can see whether your team is truly aligned and on the same page, or moving in different directions. You can also see who is dominating the conversation (often the most vocal is the one to lead a team down the wrong path), and who is disengaged.

Team Conversation Assessment Tool

Conversation	Name:	Name:	Name:	Name:	Name:	Name:
Negative or cynical comment or body language						
Sharing the vision						
Coming up with ideas and opportunities						
Evaluating different opportunities or analyzing						
Collecting data about opportunities						
Choosing which opportunity to pursue						

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Committing to action						
Taking action						
Getting back on track after a setback						
Communicating progress						
Acknowledging results						
Other:						

For more information about building effective teams, please contact us anytime at www.therenegadeleader.com or call 603-324-7171 and we will get you started with 15 key questions to be asking your team, just for making the call. Life is too short to be frustrated and for teams not be active in igniting the brilliance of each of its team members. Uproot any barriers to your success and build a winning team.

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