

TEAMWORK AND WORK HABITS GEORGIA BEST



Pulling Together by John J. Murphy
10 Rules for High Performance
Teamwork “And then some”



Rule 1 of 10: Put the Team First

Remember the Lesson of the Geese



None of us is as smart as ALL OF US"
- Ken Blanchard

- As geese flap their wings, they create an uplift for the bird following. By flying in a V formation, the whole flock adds 71% greater flying range than if any bird were to fly alone. If we share a common direction and a sense of community, we can get where we are going more quickly and easily because we are traveling on the thrust of one another!

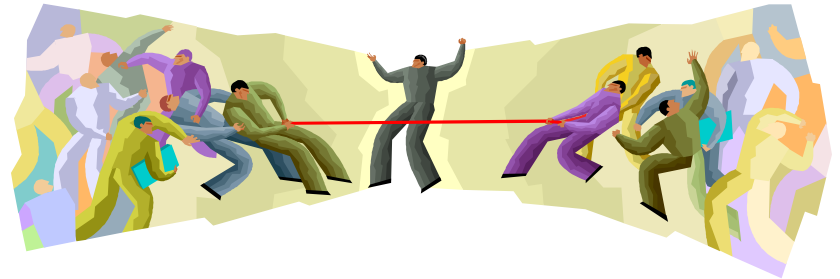
- Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone, and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front. If we have as much sense as geese, we will stay in formation with those who are headed where we want to go, and we will be willing to accept their help as well as give ours to others.

- When the lead goose gets tired, it rotates back into formation and another goose flies at the point position. If we take turns doing the hard tasks and sharing leadership as with the geese, we become interdependent with one another. The geese in formation honk from behind to encourage those up front to keep up their speed. If we "honk," we need to make sure it is positive and encouraging.
- When a goose gets sick or wounded or is shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again or dies. They then launch out on their own, with another formation or catch up with the flock. If we have as much sense as geese, we too will stand by each other in difficult times, as well as when we are strong. Let us all try to fly in formation and remember to drop back to help those who might need it!



Pulling Together Rule 2: Communicate

- Open & Candidly “Use self discovery methods that show relative performance allows team members to judge their own performance in comparison to goals, standards, trends, and/or metrics.”
- Our mission in life is to offer our gifts to benefit one another, to create mutual gain in the world.
- This is called teamwork, a win/win mindset stemming from a genuine commitment to the rules that allow it to happen.





Pulling Together Rule 3: Be Part of the Solution, Not the Problem

- “Again and again, the impossible problem is solved when we see that the problem is only a tough decision waiting to be made.” – Robert Schuller
- The greatest accomplishments in life are not achieved by individuals alone, but by proactive people pulling together for a common good.”





Pulling Together Rule 4: Respect Diversity

- “Almost all employees, if they see that they will be listened to, and they have adequate information, will be able to find ways to improve their own performance and the performance of their small group.”—
James O’Toole





Pulling Together Rule 5: Ask and Encourage the RIGHT QUESTIONS

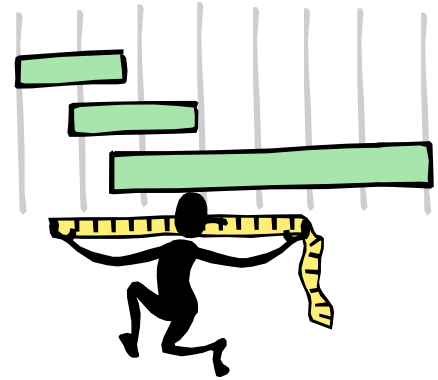
- The art of questioning is a leadership skill. It is a “pulling” technique, challenging people to think, to probe, to investigate, to challenge assumptions and to find answers for themselves.”





Pulling Together Rule 6: Use a Rational Problem-solving Process

- “What will we measure?”
- When will we measure it?
- How will we measure it?
- Who will measure it?”





Pulling Together Rule 7: Build Trust with Integrity and Example

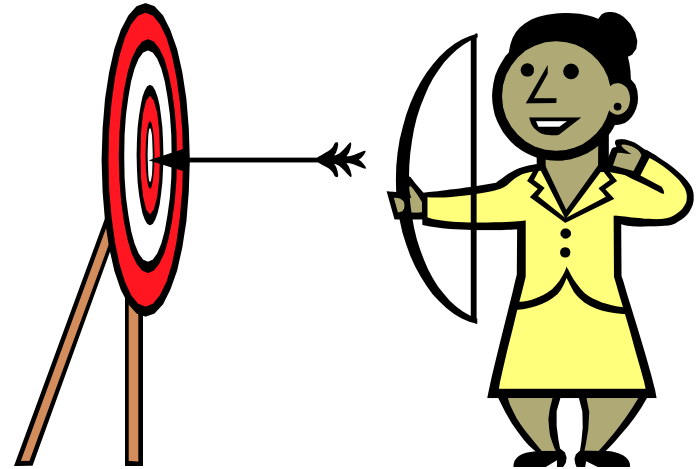
- “You must be careful how you walk, and where you go, for there are those following you who will set their feet where yours are set” – Robert E. Lee





Pulling Together Rule 8: Commit to EXCELLENCE

- “We are what we repeatedly do. Excellence, then, is not an act, but a habit” – *Aristotle*
- Excellence can be obtained if you:
 - ...care more than others think is wise;
 - ...risk more than others think is safe;
 - ...dream more than others think is practical;
 - ...expect more than others think is possible
- “If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception, it is a prevailing attitude.” - *Colin Powell*





Pulling Together Rule 9: Teamwork Promotes Interdependent Thinking

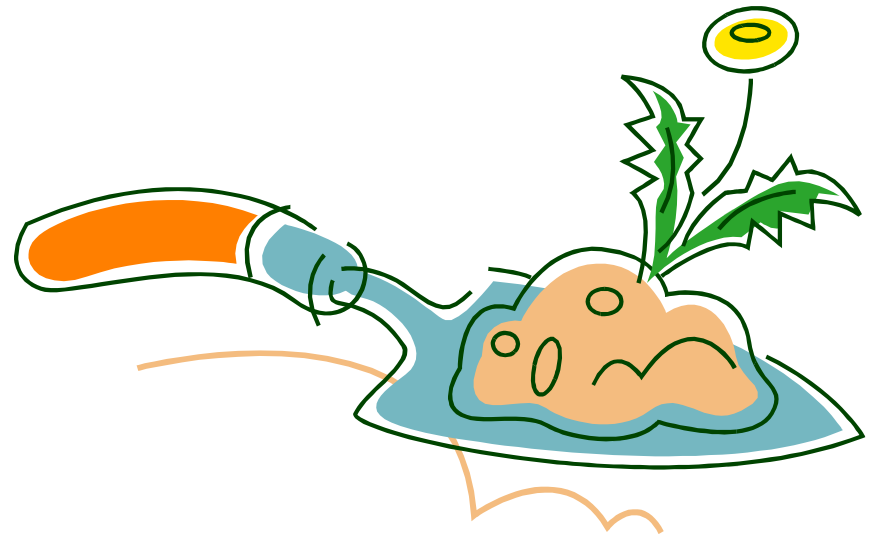
- “Each player has a position with an assignment, but not so rigid that we observe players “pointing fingers” or claiming “it’s not my job.”
- Thinking interdependently means shifting from “what’s in it for me?” to “what’s in it for WE?”





Pulling Together Rule 10: Pull the Weeds

- A “weed” is someone who refuses to accept the rules.
- Weeds make their own rules, undermining team consensus.
- A weed expects double standards. A weed refuses to share and participate.
- A weed shifts responsibility to others and rejects accountability.
- A weed looks upon the rules as an annoyance to getting a job done.
- Do not be fooled. Weeds seem harmless. They may even blossom from time to time.
- But a weed cannot be trusted. Beneath the surface, it is doing everything it can to take over your garden.



Sources

- Walk the Talk blog. 2010
<http://blog.walkthetalk.com/tag/john-j-murphy/>