



NEXT-LEVEL TEAMWORK

*The 5 Tensions to Manage for
High-Performance Teams*



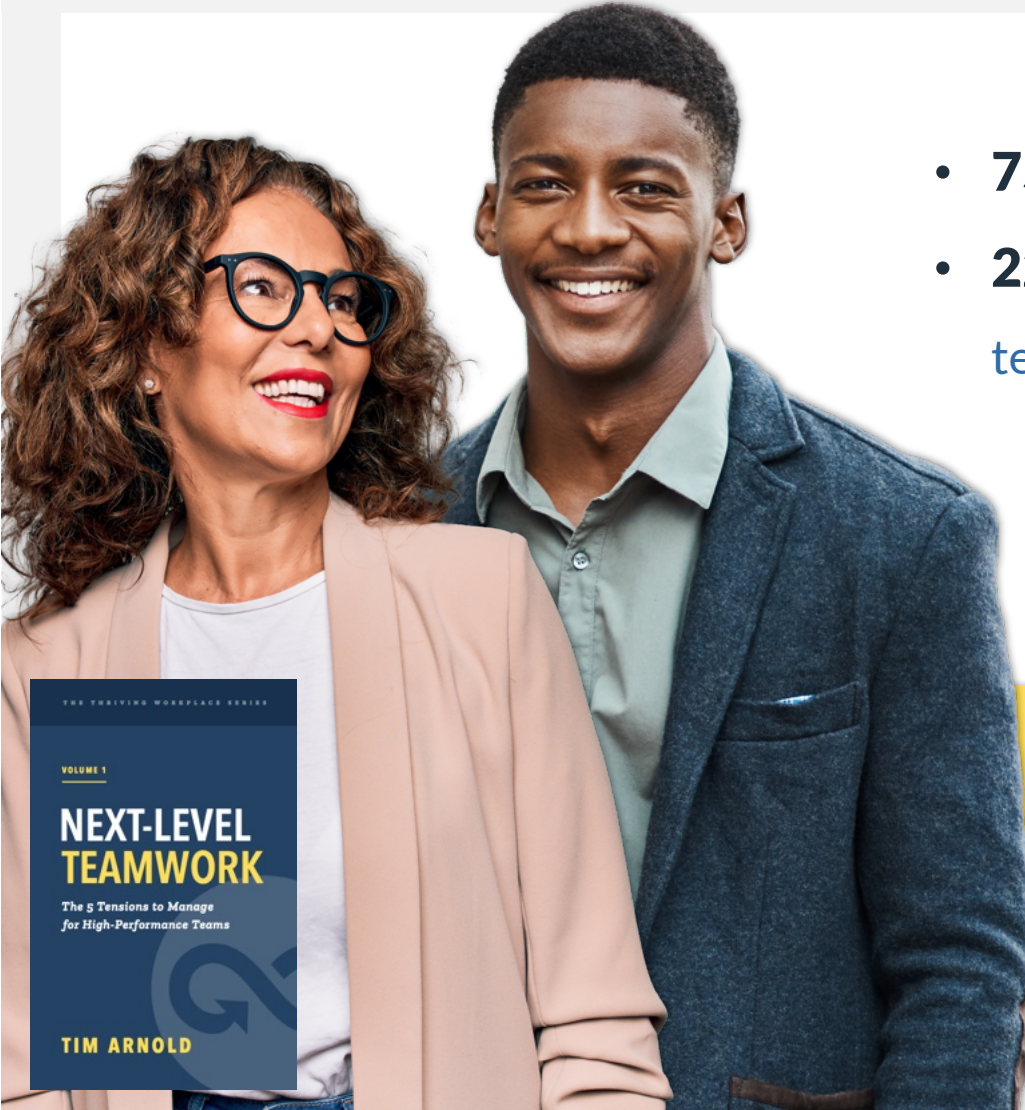
CHARACTERISTICS OF A **TEAM**

- Alignment - Pursuing a common goal with efficiency
- Mutual Growth - Elevating each other to excellence
- Belonging & Safety - The heartbeat of team cohesion

“Not finance. Not strategy.
Not technology. It is
teamwork that remains the
ultimate competitive
advantage, both because it is
so powerful and so rare.”

- Patrick Lencioni



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- **75%** of teams deal with ongoing dysfunction.
 - **22%** professionals would choose to work in a team if given the option.



PRIYA & MATT

Problem to Solve

Vs.

Tension to Manage

+ Requires “Either/Or” thinking

+ Assumes there is a single correct solution

+ Essential for clear-cut decisions:

- Accept new job or stay put?
- Merge with Company X or not?
- Beach or mountain vacation?

+ Requires “AND” thinking

+ Recognizes that multiple “right” answers can coexist

+ Critical for navigating complexity and chronic issues:

- Change AND Stability
- Activity AND Rest
- Work AND Home

“The test of a first-rate intelligence is **the ability to hold two opposed ideas in the mind at the same time**, and still retain the ability to function.”

- *F. Scott Fitzgerald*



“We must establish a personal connection with each other.

Connection before content.

Without relatedness, no work can occur.”

— Peter Block



“Focus on being **productive**
instead of being **busy**.”

— Tim Ferris



**Play Chess.
Not Checkers.**



FLEXIBLE OR **NOT FLEXIBLE?**

1. It's OK to start work 10 minutes late if I make up the time at the end of the day.
2. It's OK to discreetly respond to a text during a meeting.
3. It's OK to keep my camera off during a virtual meeting.
4. It's OK to text a colleague with a work question after hours.



NEW YORK TIMES BESTSELLER

FULLY
REVISED &
UPDATED
EDITION

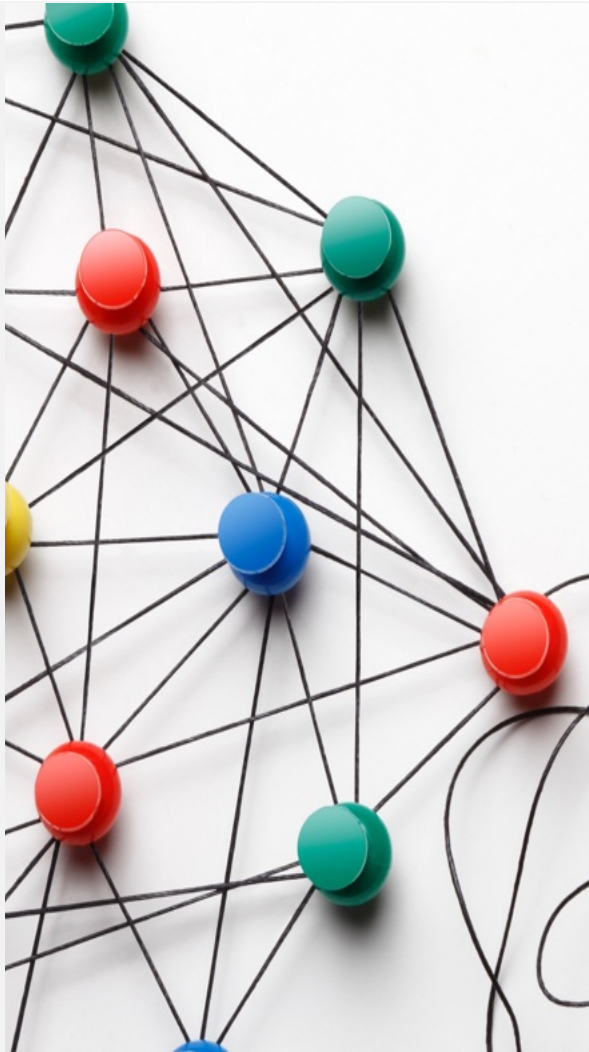
BE A
KICK-ASS
BOSS

RADICAL
CANDOR

WITHOUT
LOSING
YOUR
HUMANITY

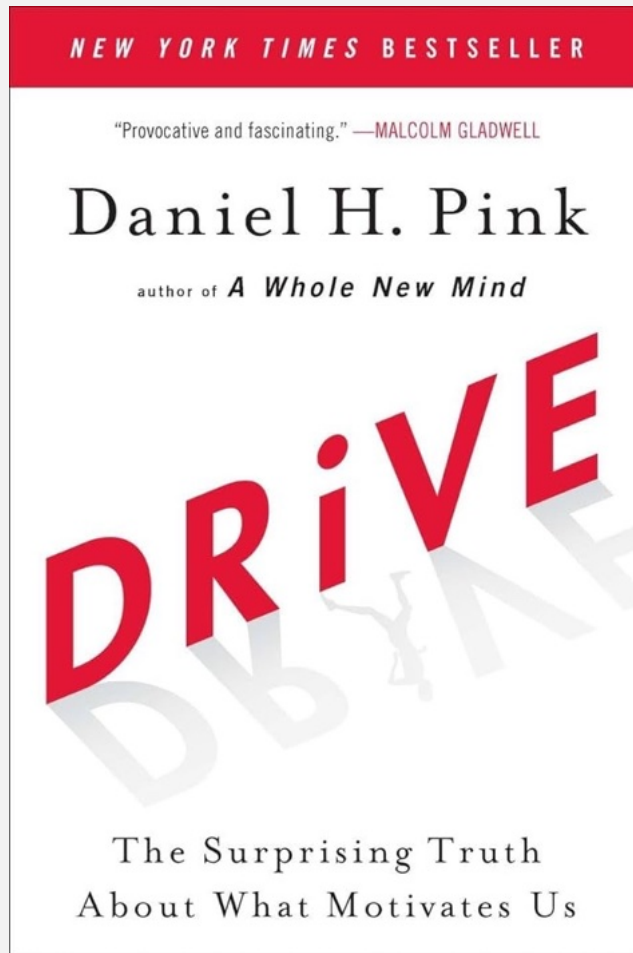
"PACKED WITH ILLUMINATING
TRUTHS, INSIGHTFUL ADVICE,
AND PRACTICAL SUGGESTIONS.
INDISPENSABLE."
— GRETCHEN
RUBIN

KIM SCOTT



COLLABORATION – Working together, utilizing each person's unique skills and viewpoints to achieve innovative and effective outcomes.

INDEPENDENCE – Team members take ownership of tasks, manage time efficiently, and make decisions autonomously.

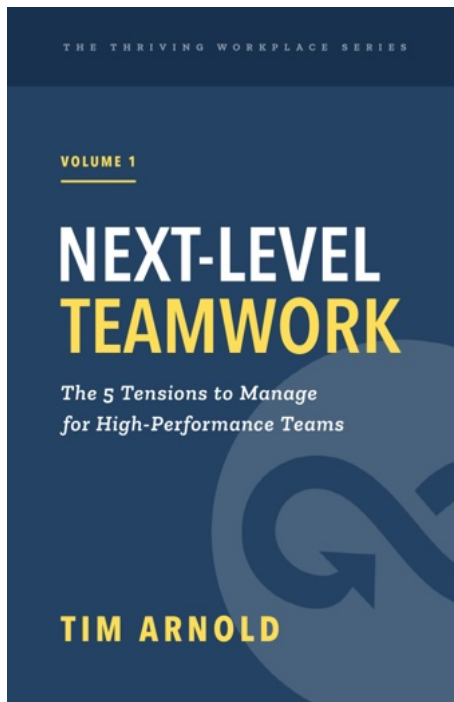


*“Control leads to compliance.
Autonomy leads to
engagement.”*

Daniel Pink
NYT Best Selling Author

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TO BEST**



**FROM DISCORD
TO HARMONY**



**FROM SURVIVING
TO THRIVING**

