



First United
Bank & Trust

Non-Profit Lunch & Learn Series



Creating & Sustaining High Performance Teams

TODAY . . .

*Creating &
Sustaining High
Performance
Teams*

WELCOME!



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Creating & Sustaining High Performance Teams

Entry Question

If you could escape current reality for a day and be magically transported to a destination of your choosing, where would you go and who would you bring along?

Please respond in the chat pod and review and comment on the responses of others.

Welcome to our Non-Profit Lunch & Learn Series

Creating & Sustaining High Performance Teams



First United
Bank & Trust

Facilitated by Jeff Feldman & Eagle's View Enterprises



Who do you think plays the most influential role in a ship's performance? Most people would name the captain, the engineer, or the navigator. But I'd argue that it's the ship's architect—the designer. How the architect designs the ship determines how fast and far it can travel, how quickly it can turn, and how well it can protect its crew while withstanding rough seas. The design determines the limits of the ship's performance. Of course, the talent of the crew and the way they work together determine how close they can get to reaching the limits of the design. But no matter how good the captain and crew are, they can't perform better than the ship's design allows.

The same is true of teams.
How well a team performs depends on its design.

Design

The purpose, planning, and intention that exists behind an action, fact, or material object.

**Welcome to
our Non-Profit
Lunch & Learn
Series . . .**

***Creating &
Sustaining High
Performance
Teams***

SESSION AGENDA . . .

- Design Process for Teams
- Roadmap to High Performance
- Orient, Trust, Fit & Commit
- Actionable Takeaways
- Announcements from Sponsors

Jeff Feldman & Eagle's View Enterprises



- Trainer, Facilitator & Coach
- Based in WV's Eastern Panhandle
- Partners with a variety of local nonprofits
- Teaming, Leadership Development, Group Process Facilitation: Planning, Problem-Solving, Decision-Making



Contact me at . . .
304-274-0509 or
EaglesViewEnterprises@gmail.com



Need help?

Ask for it!



Invite



Participants



Share Screen



Chat



More

Leave Meeting

To fully participate today, you'll need . . .



Design

The purpose, planning, and intention that exists behind an action, fact, or material object.

Team Design Determines Team Performance



What are the
elements of
**TEAM
DESIGN?**



There are three responses to a piece
of design – yes, no, and WOW!
Wow is the one to aim for.

MILTON GLASER

In the field of group endeavor, you will see incredible events in which the group performs far beyond the sum of its individual talents. It happens in the symphony, in the ballet, in theater, in sports and equally in business (*and yes, even in nonprofits!*). It is easy to recognize and impossible to define. It is a mystique. It cannot be achieved without immense effort, training and cooperation. But effort, training and cooperation alone rarely create it.

- Dee Hock

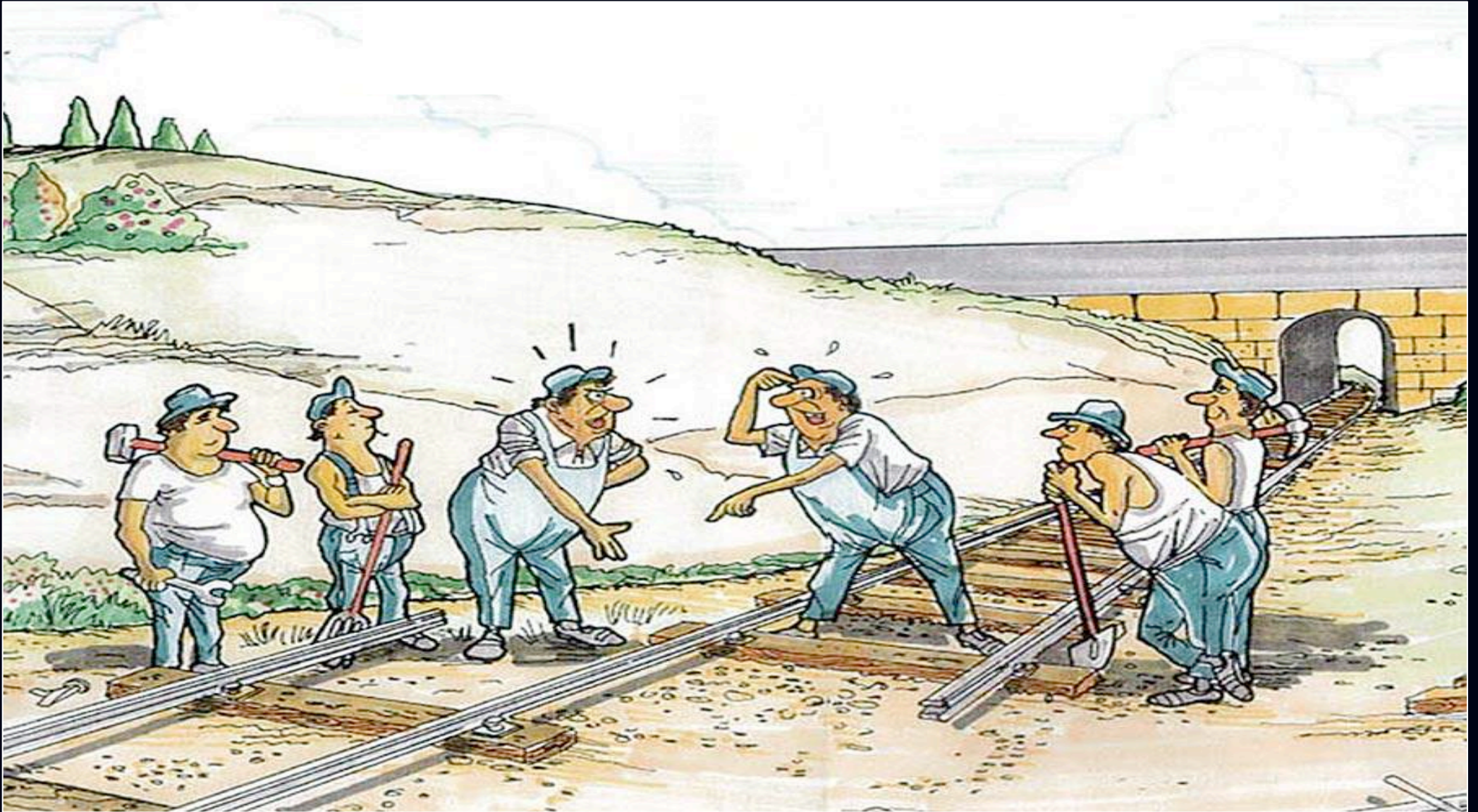
Tell us about your team . . .



What
question has
brought you
here today?



Teamwork . . .



An unnatural process between non-consenting adults

Teamwork . . .



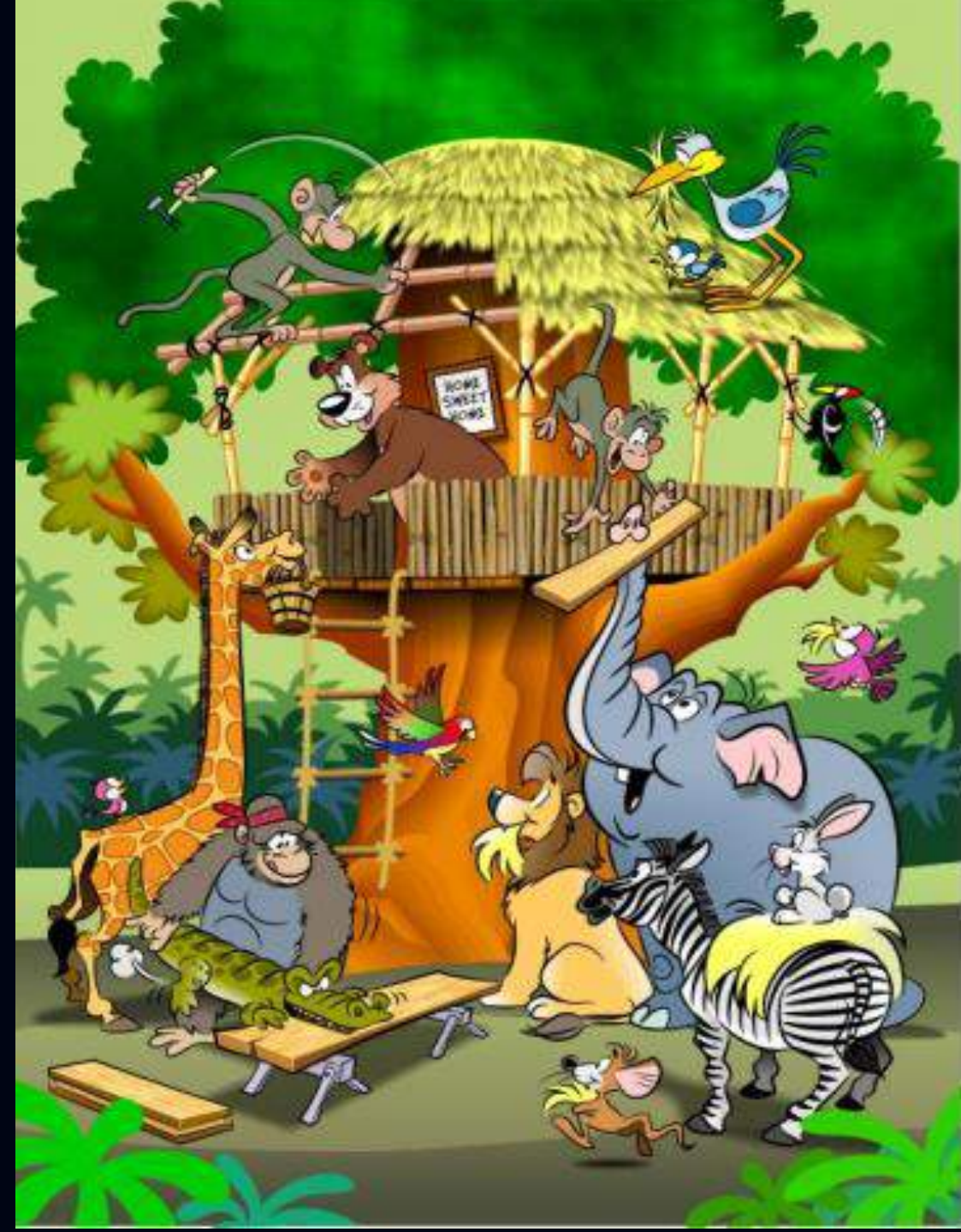
Product

- The end result or outcome

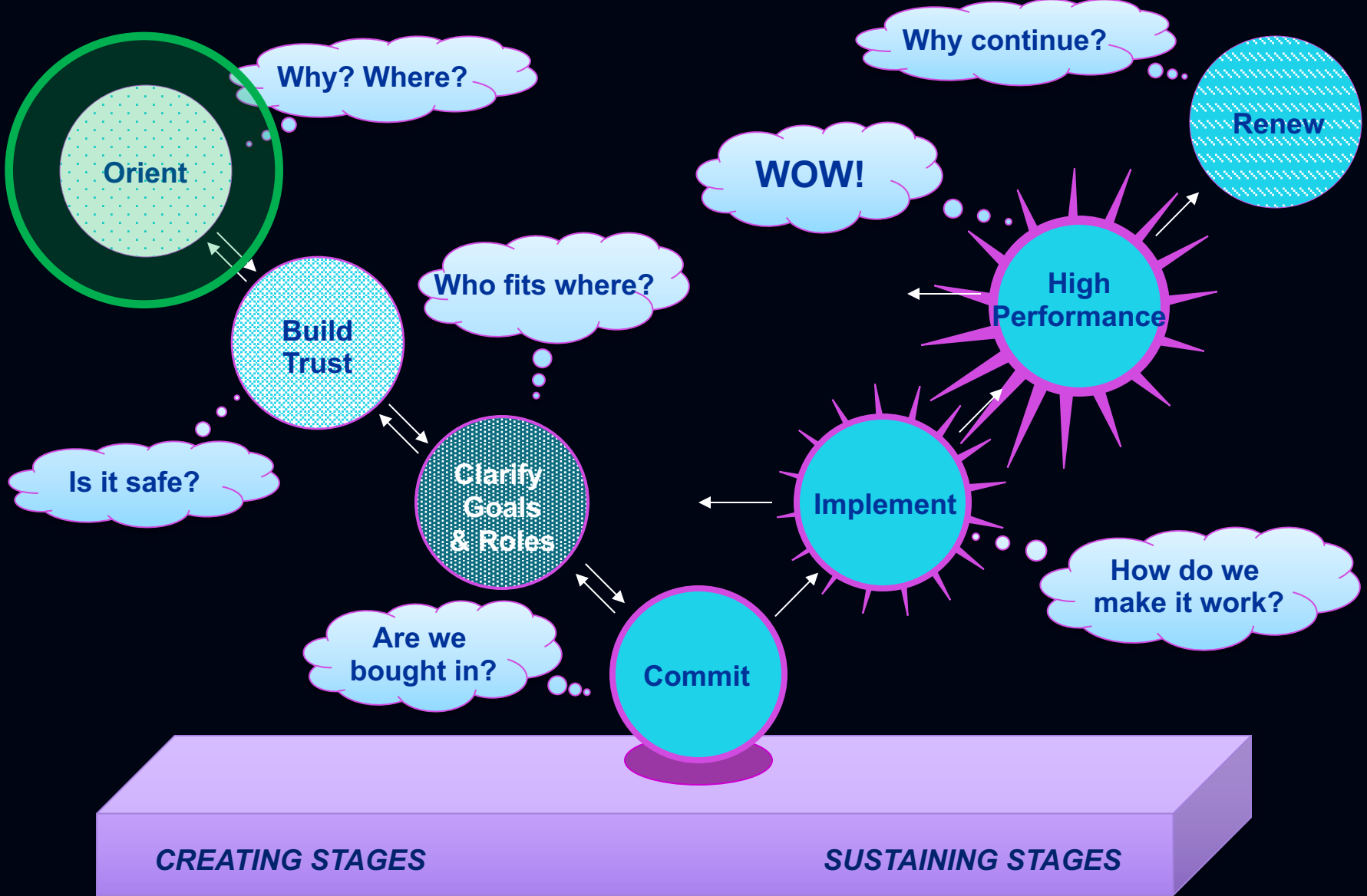
Process

- How we bring about the end result

Team Design
Determines
Team Performance



Drexler/Sibbet Team Performance Model



Getting Oriented . . .



Why am I here?

Why are we here?

Where are we going together?



PURPOSE

Why do we exist as an organization?

PATHWAY

How will we enact this purpose over time?

Purpose (aka Mission)



To honor and empower wounded warriors



To connect people through lending to alleviate poverty



The increase and diffusion of knowledge

To conserve the land and water on which all life depends





We sell soda!

What does YOUR team exist to do?

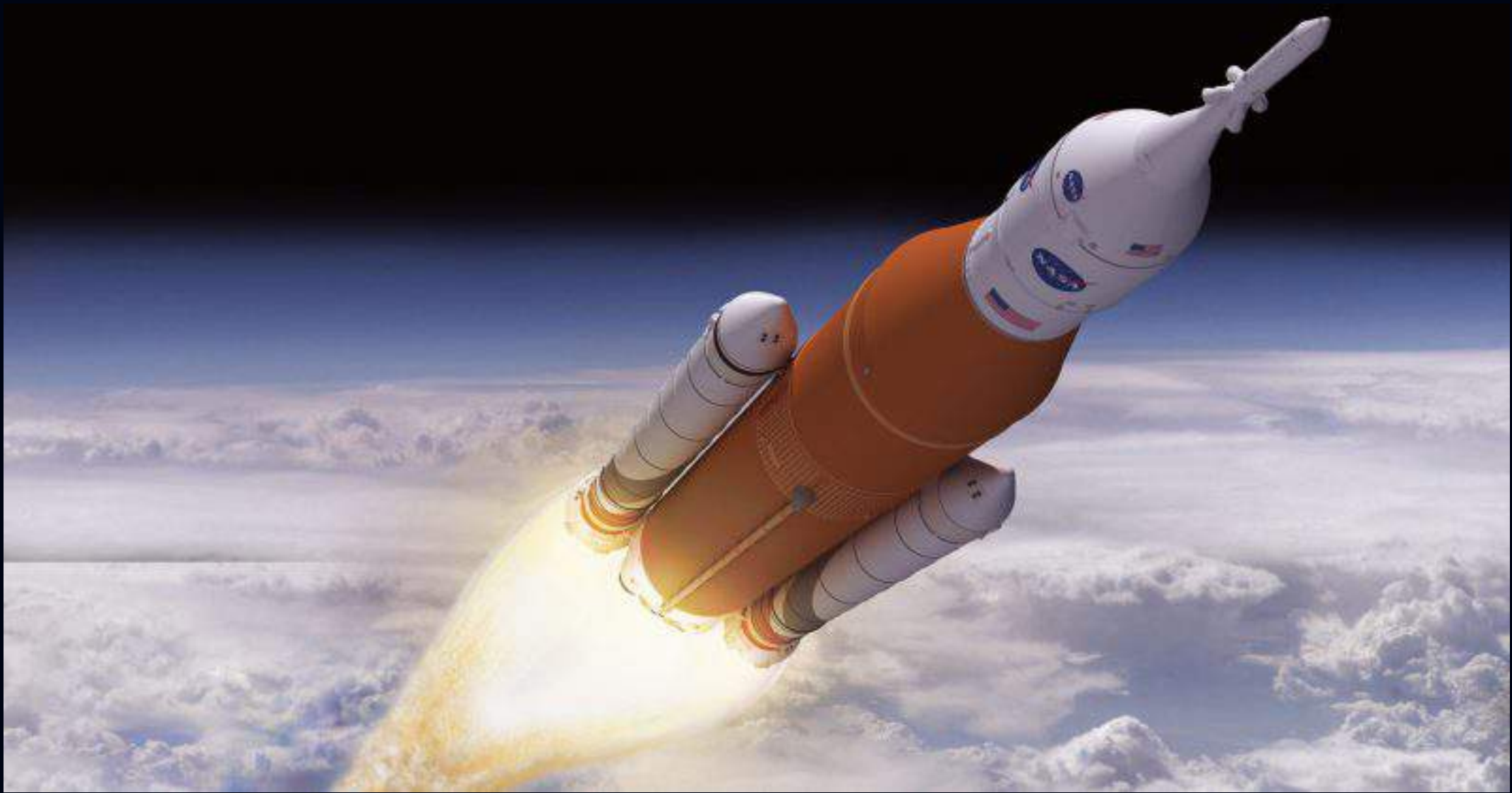
Pathway (aka Vision)

A road map for our journey into the future . . .

- Focus
- Inspiration
- Hope

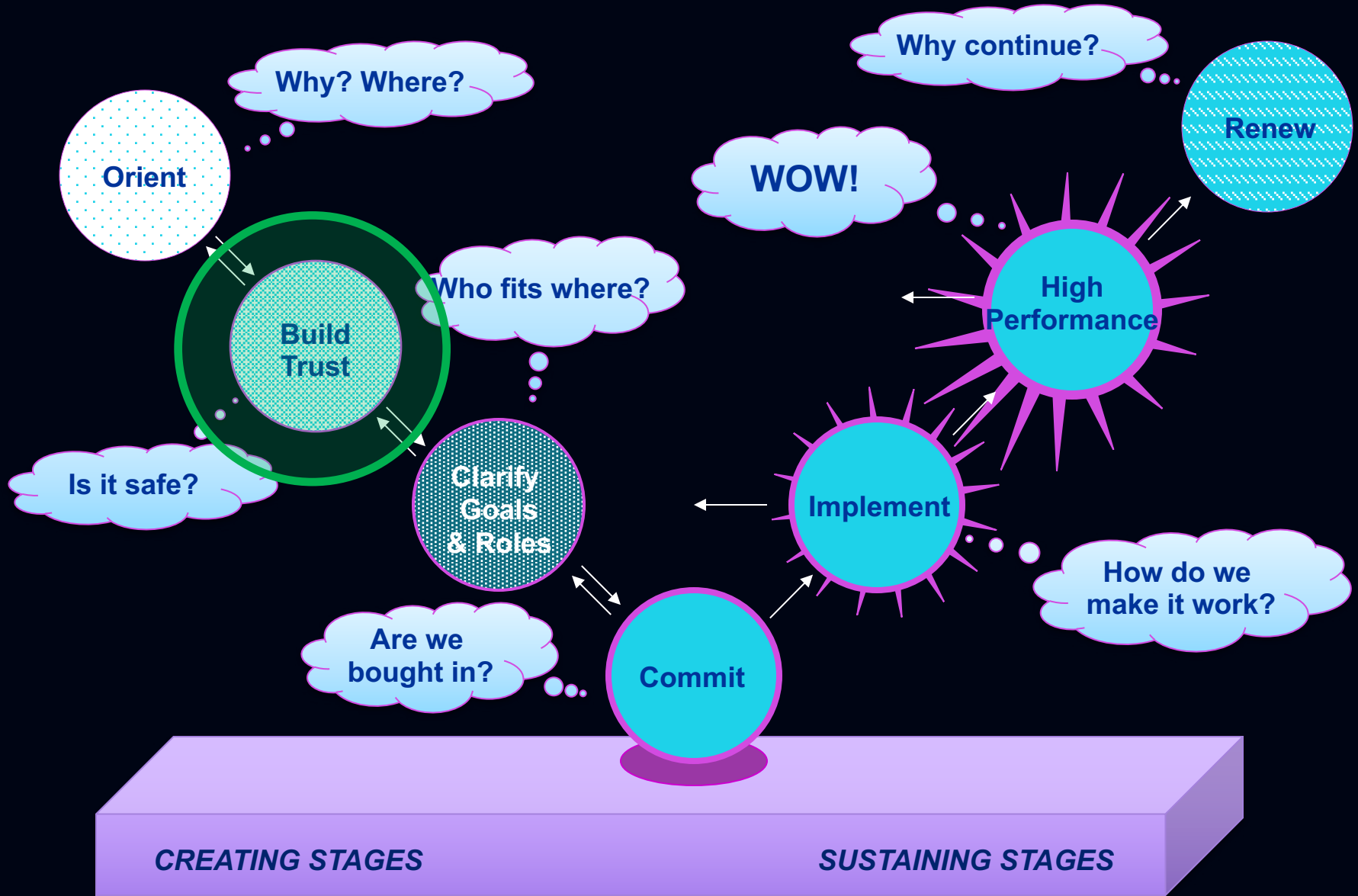


Purpose & Pathway



THRUST!

Drexler/Sibbet Team Performance Model



Building Trust . . .

Giving trust is taking a *risk*.



Trying to *reduce* the *risk* means
reducing the *trust*.

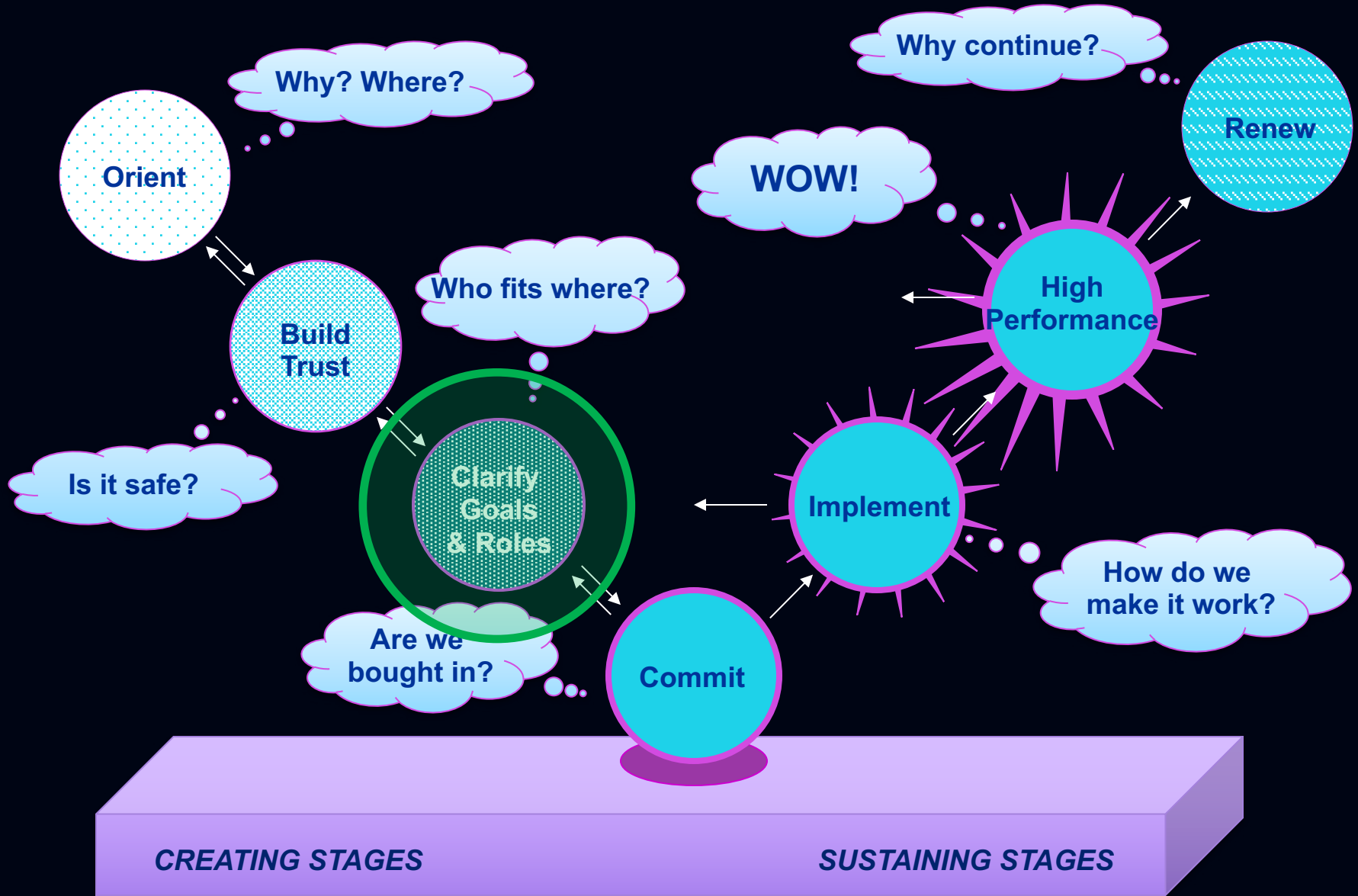
What conditions must we create to encourage team members to take appropriate risks?



Shared belief that the team is a safe space for interpersonal risk-taking



Drexler/Sibbet Team Performance Model



DISC Operational Styles Model

Goals & Roles . . .

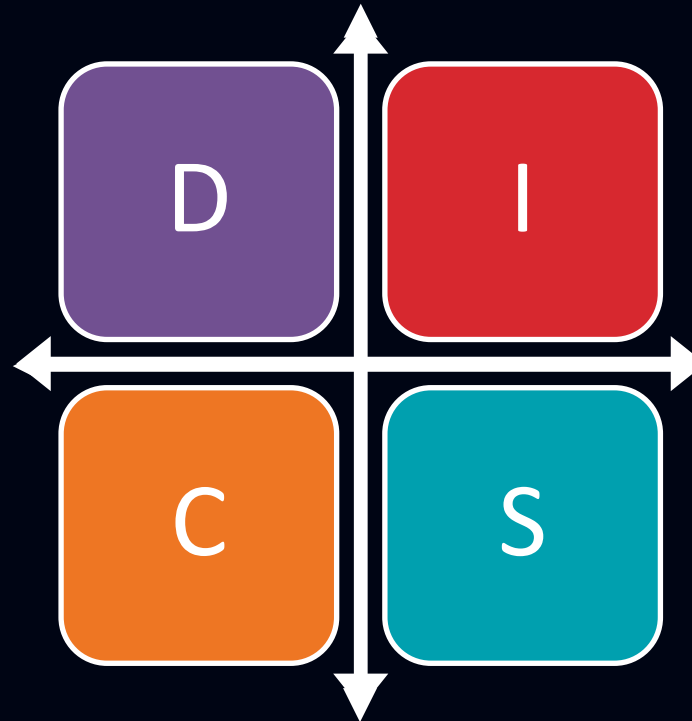
Dominance

Direct
Results Focus
Decisive
Strong-Willed

Influence

Outgoing
Engaging
Energetic
Persuasive

Fast-Paced



Task-Oriented

People-Oriented

Conscientious

Systematic
Cautious
Precise
Analytical

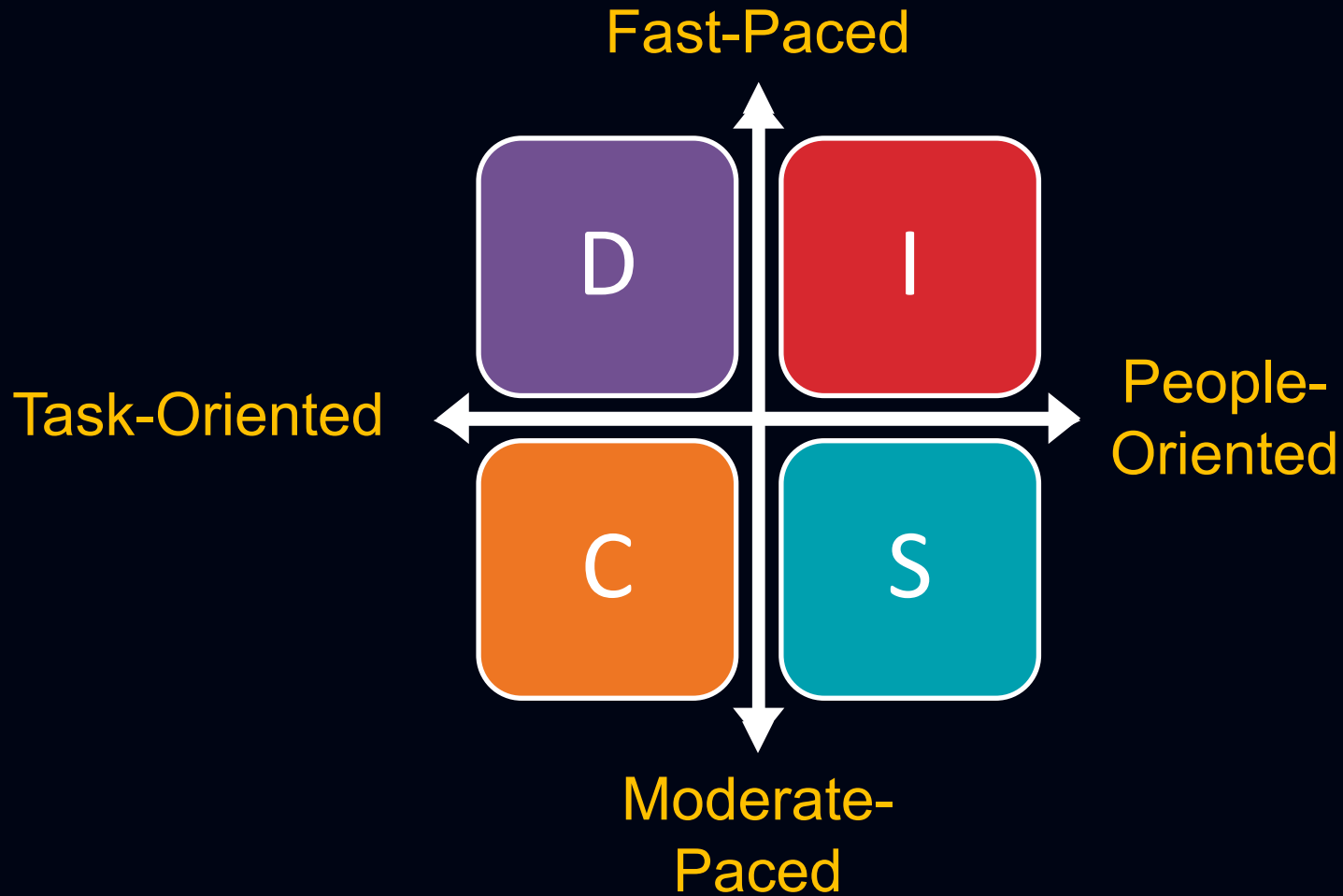
Steadiness

Calm
Patient
Predictable
Dependable

Moderate-Paced

DISC Operational Styles Model

Goals & Roles . . .

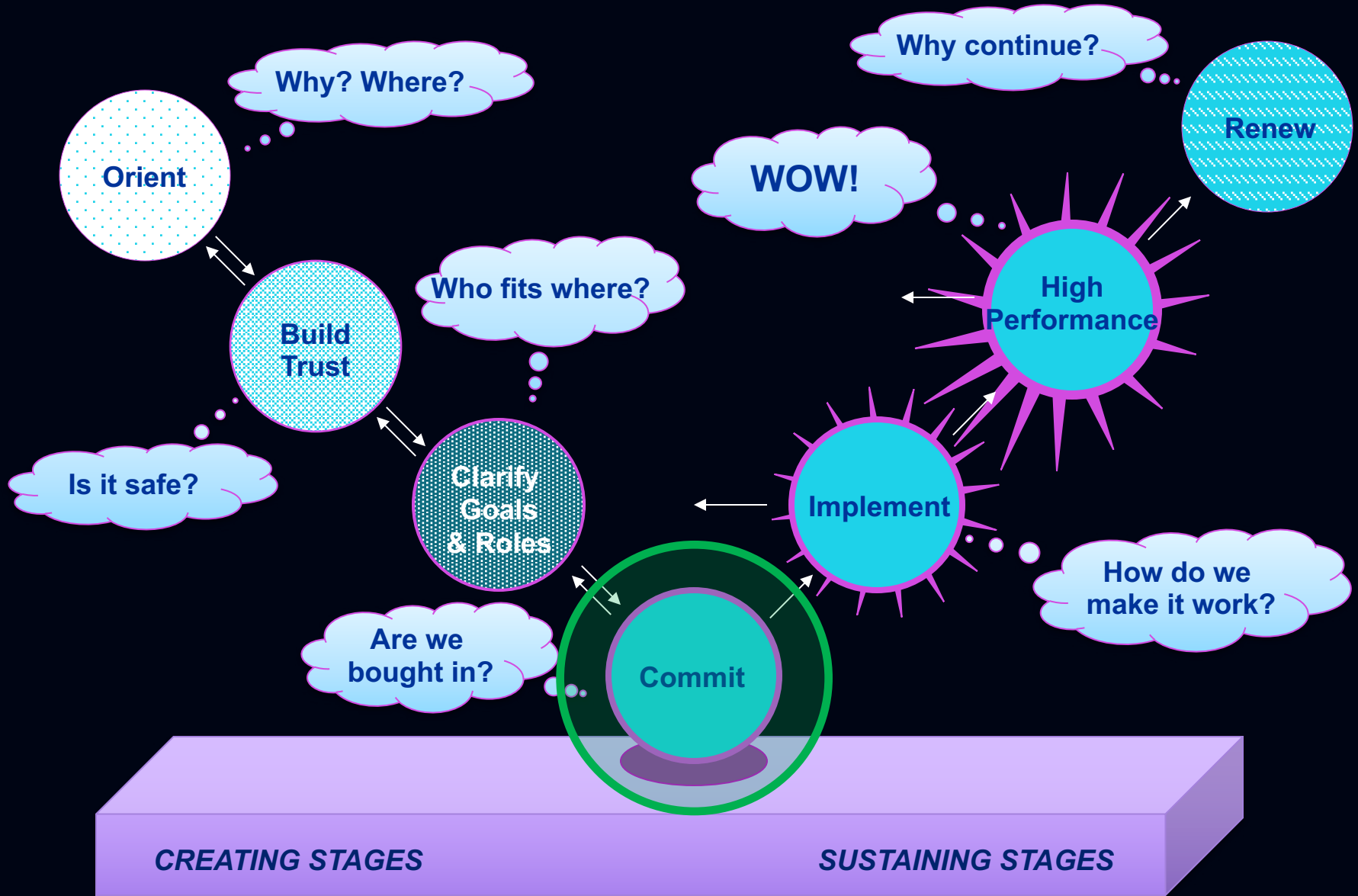


Gallup Strengthsfinder Assessment

Goals & Roles . . .



Drexler/Sibbet Team Performance Model



Gallup ~ *State of the American Workplace*



38%

Engaged – work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.

Not-Engaged – essentially checked out, sleepwalking through their workday, putting time, but not energy or passion into their work.



49%

Actively Disengaged – not just unhappy, but busy acting out their unhappiness, undermining their more engaged coworkers.

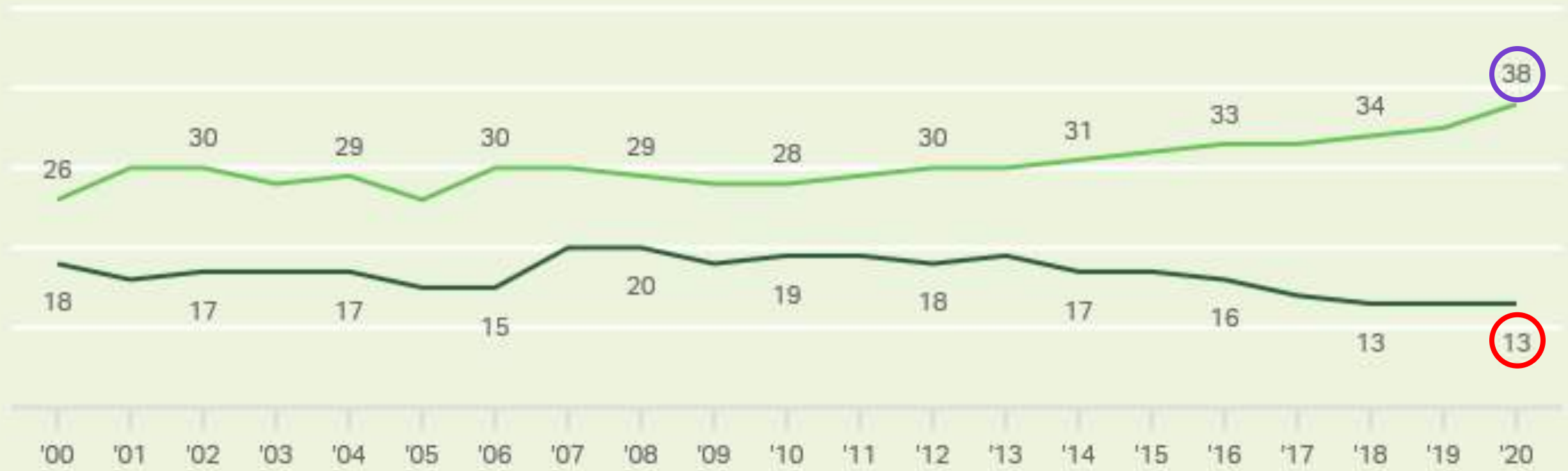


13%

U.S. Employee Engagement Trend

Annual averages

■ % Engaged ■ % Actively disengaged



GALLUP

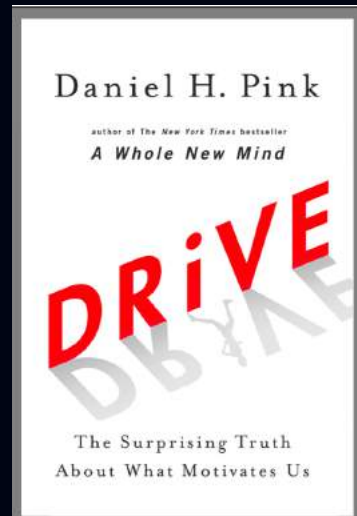
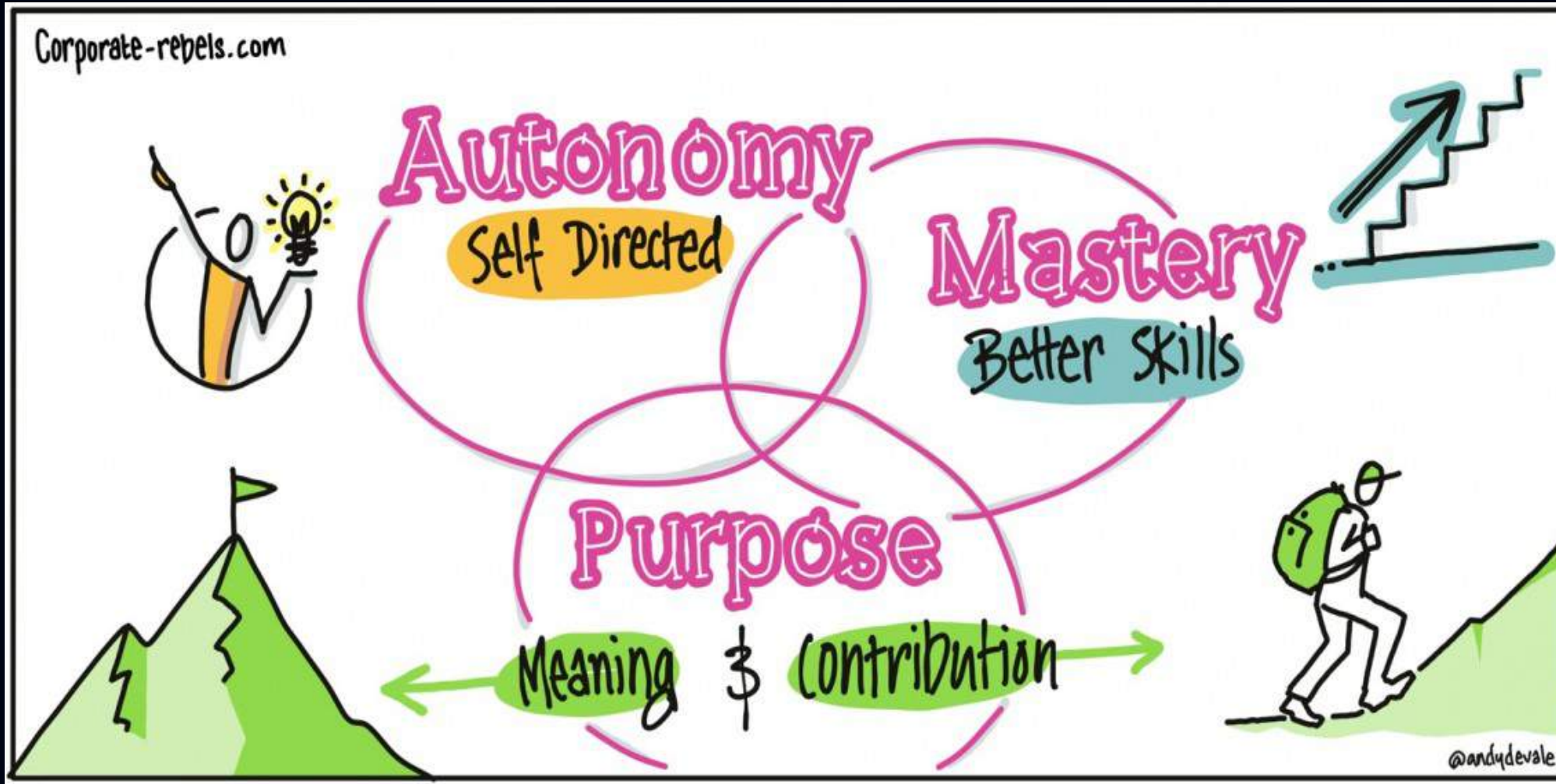
GOOD NEWS! 38%!!!!

BAD NEWS! 38%!!!!




What drives engagement?

What drives engagement?



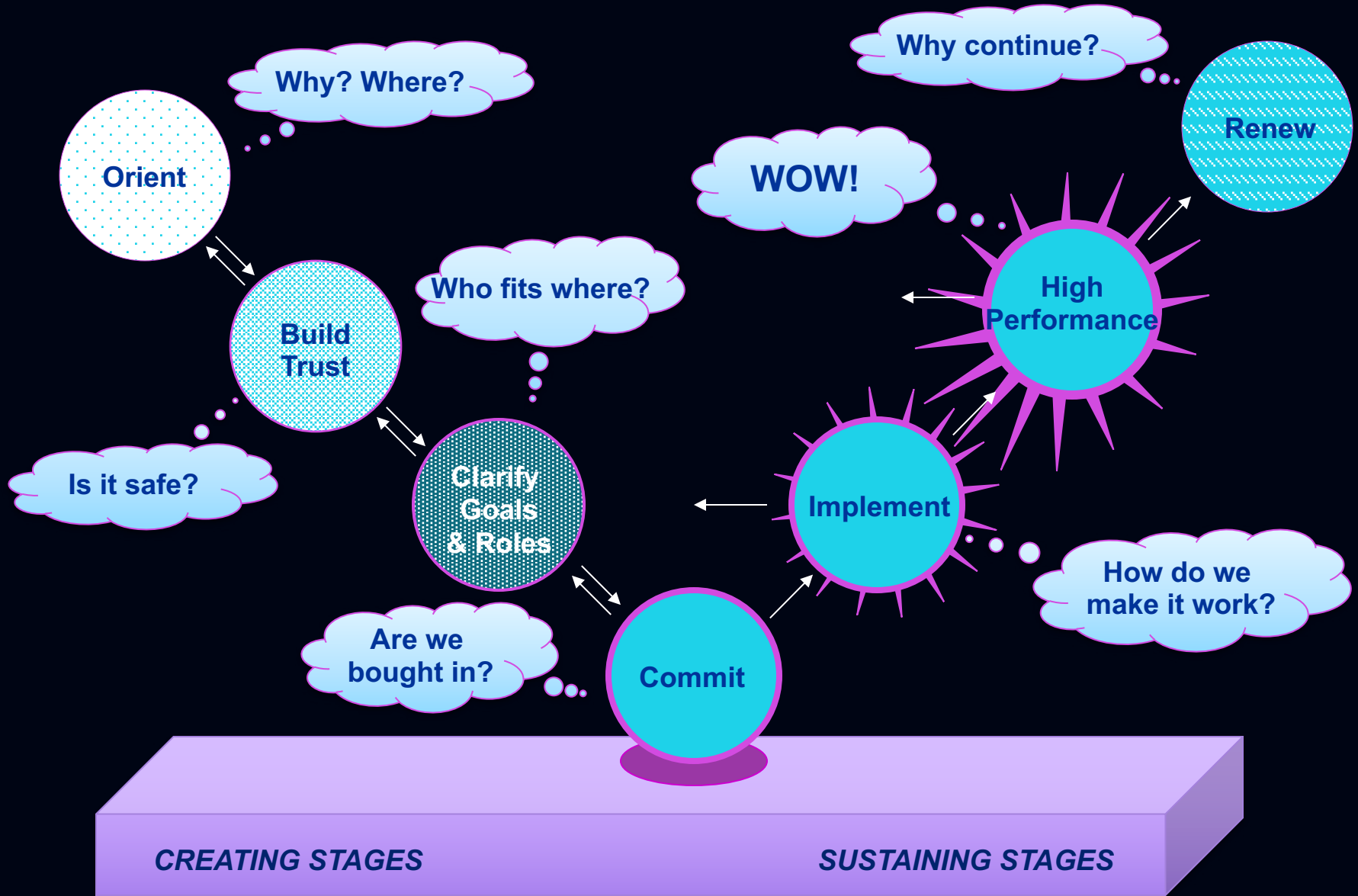
What drives engagement?

According to Gallup, it's the answer to this one question . . .



At work, do I have an opportunity to do what I do best every day?

Drexler/Sibbet Team Performance Model



Creating & Sustaining High Performance Teams



EXCHANGE

1 Key Takeaway

1 Best Practice

Creating &
Sustaining
High
Performance
Teams

WHAT?

SO WHAT?

NOW WHAT?

Knowing is not enough, we must apply. Willing is not enough, we must do.

- Goethe

Consulting Support for Your Organization

Meg Kinghorn and Jeff Feldman have each served nonprofit organizations and NGO's for 30+ years. They have partnered with United First Bank, Eastern WV Community Foundation, and United Way of the Eastern Panhandle to offer a series of Lunch & Learn sessions for local nonprofit leaders on topics such as strategic leadership, effective meetings, teaming, fundraising, and board development.



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Arenas of Practice . . .

- Visioning & Strategic Planning
- Teambuilding
- Creative Problem-Solving
- Strategic Decision-Making
- Board Development
- Capacity Building
- Leadership Development
- Partnership & Collaboration
- Organizational Learning
- Training & Coaching

Meg and Jeff are available to support your needs in training, facilitation, planning, and organization development.

u1

My bank for

LEARNING
Understanding
BUILDING
Investing
CARING
Planning
Connecting
Volunteering
Encouraging
LIVING
Saving
Teaching
Serving
BRAINSTORMING
DREAMING
Lending
Supporting
Guiding
Advising



First United
Bank & Trust



**United Way
of the Eastern Panhandle**

*THANKS FOR
JOINING US!*