

Techniques to get the Best out of your team

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Teams can be anything (paid, volunteer)

When we allow people to be part of the process, they flourish

If we say I can do it myself, we limit the potential of what can happen

Learn to delegate, give pieces and entrust the people with their responsibility

Your Team

Know your Team Personalities and Temperaments

Strengthfinders, Myers Briggs, Real Colors, Fascinate

gold - love to do list, plan ahead, check off list, set deadlines, expect that to be met, love directions and instructions, punctual, if you are on time you are late, value rules

Get things done! HOW DO WE GET THINGS DONE

Green - cause us to think deeper, analytical, why questions, time alone, numbers, no emotions, asks the WHY question

Blues - avoid conflicts, hate routine, new ways to do things, upset by disharmony and disunity. Tactful comment over direct/truthful one. Value Family

Important: Emotional Temperature of what you're working (what do people feel like)

Orange - the life of the party, fun, loud, rules are guidelines, flexible, adaptable, spontaneous, want to make it enjoyable. Creative, no routine, act and speak quickly. They really don't remember because it was fast, value fun and independence.

They will help you push the boundaries of your team

HOW YOU COMMUNICATE TO THE TEAM. AS LEADER COMMUNICATE IN THE LANGUAGE OF THE LISTENER.

Be able to communicate to your team

Brainstorming techniques, know their personality, be a student of your team

get the most out of your team, you need to know them

Brainstorming - way to solve problems, group discussion, unrestrained, spontaneous

- Location matters when it comes time to brainstorm!
 - Establish guidelines (no color bashing)
 - Postpone criticism
 - welcome crazy ideas (foster real ones)
 - YES AND.., not tearing down
1. 6 color hat - Explore situations from different perspectives at same time, focuses, think of things from a different perspective.
 1. White hat - ALL THE DATA, trends, gaps in knowledge, fill in gaps, analyze
 2. Red Hat - Emotional, look at problems through intuition, gut reaction & emotion, how other people would react emotionally
 3. Black Hat - all the negative outcomes, cautiously and defensively. black associated with negative?
 4. Yellow - Optimism, keep going when it is gloomy and difficulty, positive look on it

5. Green Hat - creativity - creative solutions to problems, little criticism
6. baseball card, with where they are heading, email
7. BLUE hat - Control, chair, going well, different way of looking at situations

2. Reverse Brainstorming

Start by finding the right question

Problem: The Monday morning T shirt line is too long?

Solution: How do we make Monday morning t-shirt line longer?

List out all the ideas

What are the opposites

The opposite of the opposite become possible solutions, what will and what will not work

Implement better systems

3. Starbursting

focusing on questions rather than answers

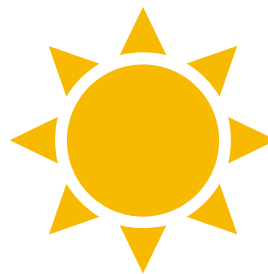
What is the challenge (place in middle)

Ask questions for each

who why when where, what how?

Brainstorm questions for these?

Always done this way



4. Post-It

Sharpies & Post-It notes

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Solve problems in individual way & corporately

Ideas before or in beginning

one thought per post it

Categorize responses

Create a working definition for that semester

All ideas out on wall all at once

Empower to have own thoughts on paper, changes the dynamics