



High Performing Team Development

With Resilience

NAME:

DATE:

FIRST THINGS FIRST...



ABOUT YOU

2024 Highlight?
Why?
Favourite Food?



ABOUT ME

Leadership
Coach
Married 30 years
Triathlete



ABOUT US

Open
Honest
Safe

THE PROCESS



OVERVIEW



RESILIENCE (P2)



RESILIENCE (P1)



TEAMWORK

BEFORE WE START...

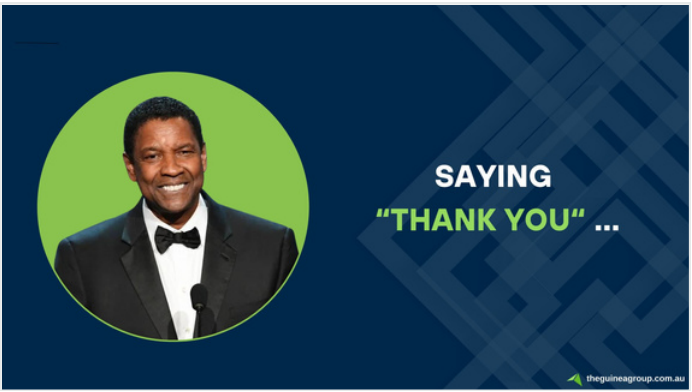
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WORKSHOP SLIDES



**WHAT DO YOU HOPE TO GET
OUT OF THIS SESSION?**

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**SAYING
"THANK YOU" ...**

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NOTES / REFLECTION

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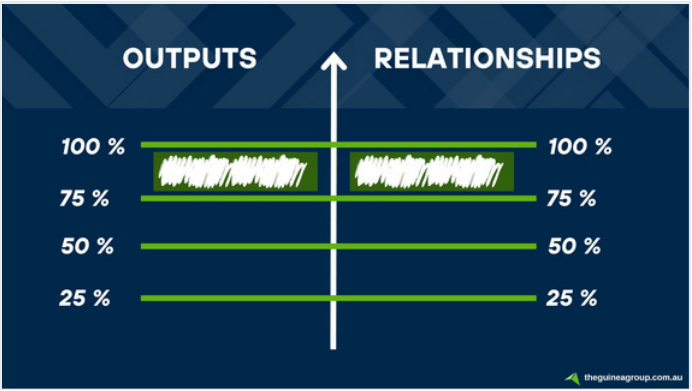
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But first ...

REVIEW

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WORKSHOP SLIDES



1 Overview

- Always moving forward
- Resilience is not coping
- Jane McGonigal

"We learn not in the school, but in life"
- Seneca the Younger

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” noun
The capacity to recover quickly from difficulties; toughness

Advancing

↓

Towards your goals ...

Despite

↓

By being prepared for ...

Adversity

↓

The inevitable challenges

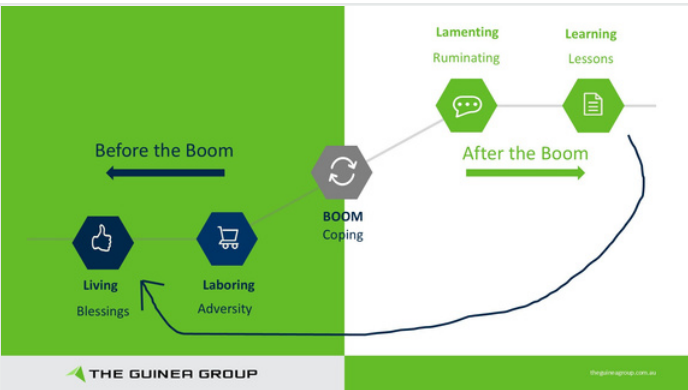
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Before the Boom → **BOOM Coping** → **After the Boom**

Living Blessings / Laboring Adversity

Lamenting Ruminating / Learning Lessons

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In this moving talk, McGonigal explains how a game can boost resilience - and promises to add 7.5 minutes to your life



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WORKSHOP SLIDES



2 Resilience (P1)

- How resilient are you?
- PR6
- Vision, Composure, Reasoning

"Be tolerant with others, and strict with yourself"
- Marcus Aurelius

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NOTES / REFLECTION



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PR6



The scorecard shows a score of 74. The segments are: VISION (red), COMPOSURE (orange), REASONING (yellow), HEALTH (green), TENACITY (teal), and COLLABORATION (blue).

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What did you learn?

The chart shows performance levels for each segment on a scale from Low to High. A vertical line indicates the 'Population average line' and a shaded area indicates the 'Target zone'.

Segment	Performance Level
Vision	High
Composure	High
Reasoning	High
Tenacity	High
Collaboration	High
Health	High
Momentum	Low
Overall	Low

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Your **vision** is what you aspire to be like as individuals, along with a sense of confidence that we can achieve bold goals that we set for ourselves.



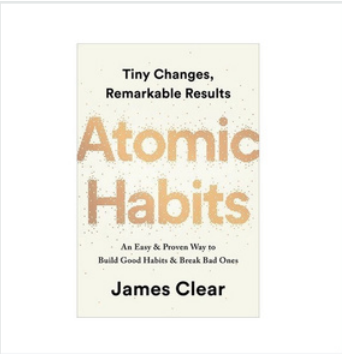
Having clarity about your **goals** allows you to be decisive when facing tough choices, and challenges, and to maintain perspective when facing obstacles. Clarity creates focus.

NOTES / REFLECTION

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“Goals are good for setting a direction, but systems are best for making progress” –
From the book Atomic Habits by James Clear



Follow your systems

NOTES / REFLECTION

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Composure

	SELF	SOCIAL
RECOGNITION	SELF-AWARENESS Emotional Self-Awareness Accurate Self-Assessment Self-Confidence	SOCIAL AWARENESS Empathy Organisational Awareness Service Orientation
REGULATION	SELF-MANAGEMENT Self-Control Transparency Adaptability Achievement Drive Initiative	RELATIONSHIP MANAGEMENT Inspirational Leadership Developing Others Influence Change Catalyst Conflict Management Building Bonds Teamwork & Collaboration



Reasoning



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The real reason for the issue might not be the reason that you think it is ...

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WORKSHOP SLIDES



Reframing is “the capacity to change one’s point of view, and therefore to explore one’s situation in a different light” (Smith, 1984: 290).



3 Resilience (P2)

- Collaboration
- Tenacity
- Health

“First learn the meaning of what you say, and then speak”
- Epictetus

NOTES / REFLECTION

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Collaboration

Collaboration occurs when people work together to achieve a goal. It’s another way of looking at teamwork.



There are four basic needs: The need for Attachment; the need for Control/Orientation; the need for Pleasure/Avoidance of Pain; and the need for Self-Enhancement.



NOTES / REFLECTION

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WORKSHOP SLIDES

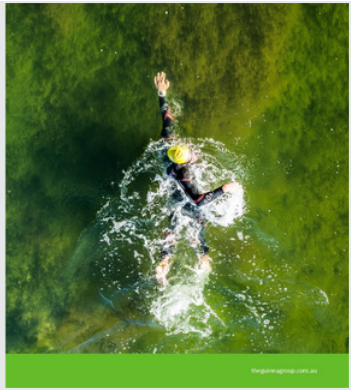
So even if you have 100 people ready to support you, if you don't realise this, you will not feel supported.



Tenacity

Tenacity:

- the quality or fact of continuing to exist; persistence
- *"the tenacity of certain myths within the historical record"*



NOTES / REFLECTION

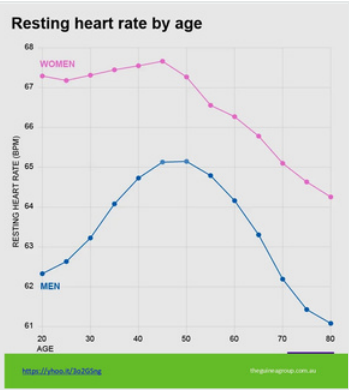
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Health

"Your resting heart rate is a very easily understood and digestible metric," says McLean. "It's something that lets you say, 'Wow, I see my resting heart rate — I see it changing, that means something.'"



"BDNF supports the survival of neurons and brain cells, promotes synaptic connections between neurons, and is essential for learning and long-term memory storage!"

BDNF

NOTES / REFLECTION


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"Research suggests that sleep contributes to memory function by converting short-term memories into long-term memories, as well as by erasing, or forgetting, unneeded information that might otherwise clutter the nervous system!"



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4 TEAMWORK

- Exercise
- Biggest learning?
- Where to from here?

"It is difficult to bring people to goodness with lessons, but it is easy to do so by example."
- Seneca the younger.

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Team Building Activity – Spaghetti Tower

For: Creative Problem Solving & Collaboration Skills

Link: There are times when you need to work together to solve problems

Required: 1 bag of uncooked spaghetti & 1 bag of marshmallows for each team

Instructions: Using just these supplies, which team can build the strongest tower? Note that there must be a full marshmallow at the very top of the spaghetti tower, and the whole structure has to stand on its own (that means no hands or other objects supporting it!) for as long as judging takes!!!

Duration: 10 minutes for planning
30 minutes for building
20 minutes for debriefing

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What has been your biggest **LEARNING?**

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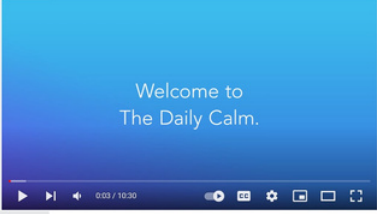
THE TEAM CHARTER

"A team charter outlines what your team stands for and how they operate. By creating a document of shared goals, strategies, and processes, your team can start every project on a united front. Learn how to create a team charter so you can establish a shared vision and source of truth for your team."



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"Trust the process!"



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<https://bit.ly/3v318>

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Where To ... From here?



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Any Questions?

We're here to help

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

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