

# Teamwork That Makes The Dreamwork

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# Teamwork Quote

“Teamwork is the ability to work towards a common vision. The ability to connect individual accomplishments towards organizational objectives. It is the fuel that allows common people to obtain uncommon results.”

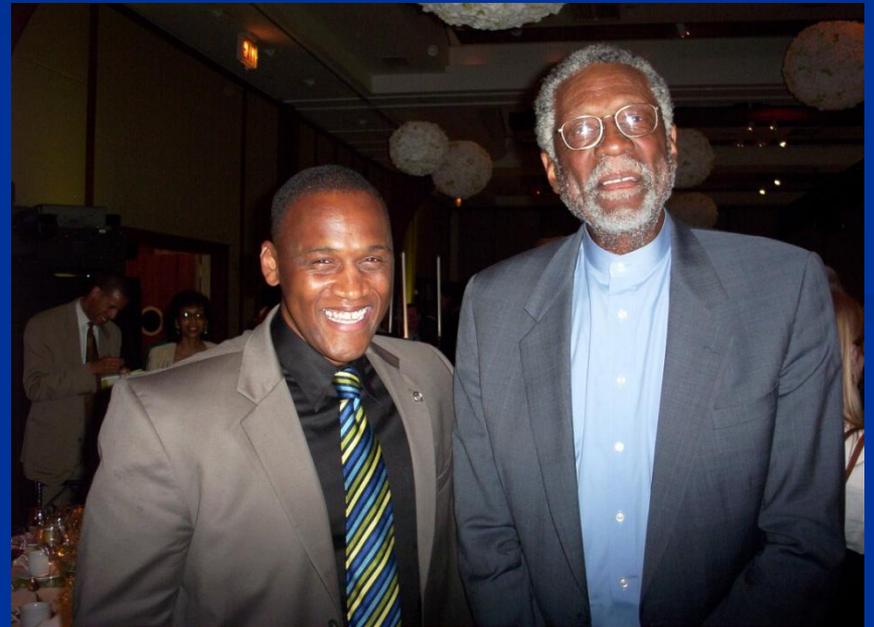
Andrew Carnegie



# Teamwork Quote

“It is amazing what we can accomplish when it doesn't matter who gets the credit.”

Unknown



# Teamwork Quote

“Coming together is a beginning. Keeping together is progress. Working together is success.

Henry Ford



# Learning Objectives

- To analyze a few teambuilding theories used to develop successful organizational dream teams.
- Simultaneously provide teambuilding insights that will be beneficial to you as a trainer.



# Team Card Exercise

It teams of three (preferably males vs. females), develop a strategy to move the deck of cards from one side of the chairs to the other. You can only pick up one card at a time and the person in the middle can only pass one card at a time. The first group that neatly stacks the deck of cards on the other side wins. Take a few moments and discuss your strategy first.

# Teamwork Only Works Through Effective Strategic Planning

“Unless you clarify exactly what you expect each member of the team to do to show teamwork, this vague concept will mean whatever each individual wants it to mean.

Does this mean helping a peer out of trouble with a project? Does it mean sharing information and secrets for success with a colleague? It is important for all team members to know the expected behavior required for teamwork.”

Dr. Robert Kent  
CMC

# Dream Team Theory #1-High Performing Teams Are A By-Product of High Performing Leaders

“Effective leaders have the ability to take coal, sticks and dirt and turn them into a diamond”

Darrell “Coach D” Andrews



# High Performing Team Pillars

- Dream-Team leaders clearly define and measure organizational purpose and values.
- Dream-Team leaders passionately customize motivation to meet the needs of their players.

# The Power of Purpose

“Where purpose is not known, abuse is inevitable.”

Dr. Myles Munroe  
Author



# Leadership Exercise-Team Purpose

If your team's purpose is not clearly defined, your team will lack a sense of direction. This causes frustration which often leads to job dissatisfaction. Complete the following statements individually and discuss. You can use a departmental or cross-functional team's purpose to complete the statements.

The purpose for our teams existence is to:

Our task as a team is to:

We will be successful as a team if we do:

# Example-HYPE's Purpose

1. **The purpose for this teams existence is to help youth connect their future dreams to their current education.**
2. **Our task as a team is to help education and workplace stakeholders synergize and use their resources to achieve measurable outcomes.**
3. **We will be successful as a team if we increase student graduation rates, workplace retention and college attendance.**

# Dream Team Characteristics

Establishing and regularly analyzing purpose helps the team:

- Share a common identity
- Have common goals and objectives
- Share common leadership
- Share successes and failures
- Cooperate and collaborate

# Dream Team Theory #2-Leaders of High Performing Teams Customize Their Player Motivation.

“The key to my long term success was motivating players on a personal basis. I customized my motivation to meet the needs of each player. “

## Unequaled Records as a College Coach

- 88 Consecutive victories
- 10 NCAA championships
- 7 Consecutive NCAA championships
- 4 Undefeated full seasons



# Pyramid of Success

“Success is peace of mind which is a direct result of self-satisfaction in knowing you made the effort to become the best of which you are capable.

John Wooden

Famed UCLA Coach

# Player Motives-P Styles

Overall team motivation is often connected to individual player motives. A motive (inner state driven by goals) is often associated with personality styles as well as well as life experiences. DT leaders consider employee uniqueness in their team motivation strategies.

- Demonstrative-Visionary/Motivational
- Analytical-Reasoning/Process
- Assertive-Controlling/Dominant
- Amicable-People/Inclusive

# Life Experiences

- Childhood upbringing
- Personal relationships
- Work experiences
- Peer expectations
- Environment
- Communications
- Family values

Dr. Aaron Beck, who many consider the father of cognitive therapy, describes some interpersonal habits that stem from our life experiences. He entitled them *Common Destructive Thinking Patterns*.

# Common Destructive Thinking Patterns

- **Catastrophizing-** “The boss didn’t smile at me today, she must be mad at me.
- **Mind Reading-** “ There’s no reason to ask, I know how he feels”
- **Personalization-**“They rejected my input, therefore they dislike me.”
- **Disqualifying the Positive-Rejecting compliments-**“They don’t really mean that. “Yes that was nice, but....”

# Team Player Exercise-Intrinsic Motivation

Pair up with three of your colleagues. Discuss and provide answers to following questions:

- What are some effective ways to customize team motivation?
- What mistakes are often made in the workplace that discourage team members from doing their best work?
- How can we comfortably help teammates recognize and analyze their CDTP's?
- Do some team members have interpersonal skills that are not being used? How can team leaders tap into these hidden talents?

# Additional Strategies & Outcomes

Highly effective leaders develop or purchase summative and formative assessment tools to measure team motivation. They also discuss localized best practices used by other departments or organizations. As a result of customizing team motivation to the individual player level:

- Team members become empowered to maximize their potential.
- Team members become equipped to press through challenging times.
- Team members become driven by the vision of the department or organization.
- **Organizational and departmental climate improves.**

# Summary

This training was an unusual approach to teambuilding for it focused on leadership and internal processing instead of the traditional “Five strategies to success.” Successful teams are made up of successful people, and success is an inside job. The manifestation of an expected outcome is a direct result of the manifestation of an internal resolve. **This means that individual motives are forerunners to achieving team goals. The motive we bring to the table daily will be the indicator of our overall team success. It will also impact the way we feel about our work assignment.**

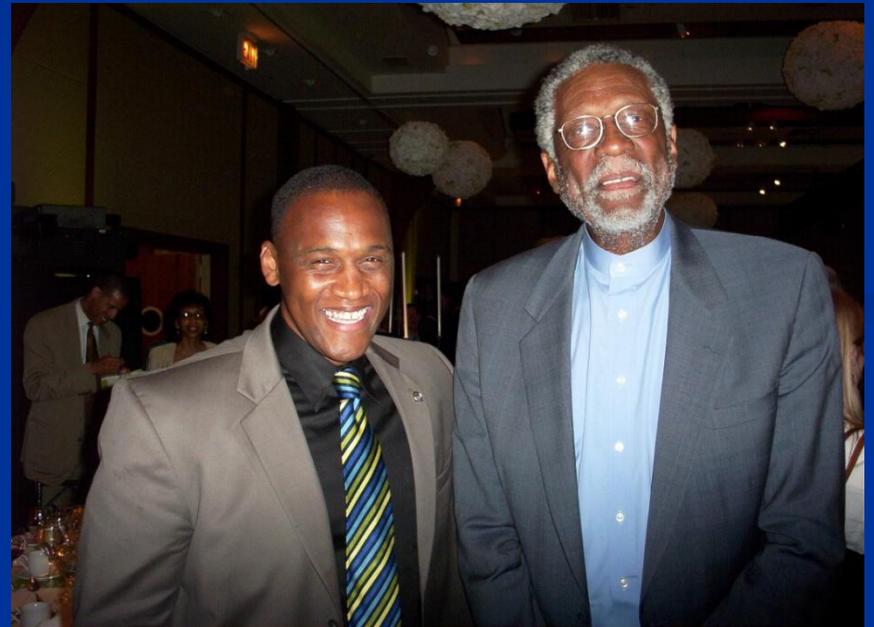
# One Thing

Take a moment and write down one strategy learned today that you can implement immediately.

# Ending Quote

“The greatest indicator of *Teamwork That Makes The Dreamwork* success is the acceptance of high workplace expectations. **No team rises to low expectations.”**

Darrell “Coach D” Andrews



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