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# Leadership Team Coaching

## Moving from 'Good to Great'

**Douglas Gerber**



# Going from “Good to Great” Team

**You are all table teams**

In a short period lets see if we can  
make you feel like a team!

# Going from “Good to Great” Team

## **You are all table teams**

We need to do some musical chairs:

- If you have more than 2 people from same company at the table, move tables.
- Each table should have at least 6.                      and a maximum of 8.

# Going from “Good to Great” Team

## **You are all table teams**

We need to do some musical chairs:

- If you have more than 2 people from same company at the table, move
- Each table should have at least 5 and a maximum of 8.

**If necessary MOVE NOW!**

# Intention is Required

Moving from “ME” to “WE”



# Speed Networking among your table team members (only)

INTRODUCE YOURSELF - Form a circle next to your table.

1. Name, work, where from
2. What you are most passionate about.
3. You have 5 minutes. Only 30 seconds per person
4. DO NOT introduce yourself to any one outside your group.
5. Try to meet all members
6. Totally focus on the person talking

# Intention is Required

Moving from “ME” to “WE”





# Good to Great Team

Many of you work in or lead 'GOOD' teams

How much more powerful to move you to 'GREAT'!

# Good to Great Team

Moving beyond individual leadership  
to Team Leadership

# Good to Great Team

“Leaders are only as good  
as the teams they build”

# Good to Great Team

“Leaders are only as good as the team they build”

But how do we know how good the team is?



TQ

# Team Quotient

TQ

# TQ

Team Quotient =  
The ability to work effectively in and as a team

# Team Quotient

[www.tq.team](http://www.tq.team)



# Team Quotient

[www.tq.team](http://www.tq.team)

- 1) Personal TQ (free)
- 2) Collective TQ

# Team Quotient

[www.tq.team](http://www.tq.team)

Personal TQ (free)  
In 5 minutes you will  
have your TQ Score

# TQ

Team Quotient =  
The ability to work effectively in and as a team

# Executive Leaders

The higher the IQ  
The lower the TQ

# 8 Essential Elements of high TQ

## Just Remember

VIVRE FAT!



# 8 Essential Elements of high TQ

## VIVRE FAT

Vision

Identity

Values

Results

Effective

Fun

Aligned

Trust



## TQ effect on Engagement

Two teams engaged in team programs over a year period with significant increase in TQ scores

# TQ effect on Engagement

Two teams engaged in team programs over a year period with significant increase in TQ scores

Effect on Engagement scores:

Team A – from 54% (2014) to 67% (2017) engaged

Team B – from 53% (2014) to 79% (2017) engaged



# Applying VIVRE FAT in your teams

Now you will work a few  
VIVRE FAT elements into your teams

*Your Vision  
To feel like a great team  
in a short period of time*

# Applying VIVRE FAT in your teams

STAND TOGETHER NEXT TO YOUR TABLE

As table teams come up with:

1. Appoint leader
2. Team name
3. Top values
4. 1 minute skit representing values

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# Applying VIVRE FAT in your teams

Pay attention & observe:

- How each team member shows up
- How they contribute to the team

Make mental notes

# Applying VIVRE FAT in your teams

As table teams come up with:

1. Appoint leader
2. Team name
3. Top values
4. 1 minute skit representing values

YOU HAVE TEN MINUTES!!  
(lets see how fast and effective  
you work as a team)

# Rear View Feedback - Key to Building Trust



# Rear View Feedback - Key to Building Trust

Open, honest, structured team feedback  
– the key to building trust with a team

## Feedback exercise:

- First person is on the Love Seat.
- All members take turns giving feedback individually to the person on the Love Seat.
- Next person rotates onto the Love Seat, and continue rotating until all have gone.



# Rear View Feedback



# Rear View Feedback - Key to Building Trust

## Feedback Guidelines

- No elaboration, or long sentences. Just direct clear and one sentence feedback
- Usually takes between 1 to 1.5 minutes for one person's feedback
- Trust your intuition
- Person on Love Seat says nothing except "thank you".
- You will say following before each feedback:

"Jane, what I appreciate about your contribution to the team is....."

"Jane, where you could contribute more to the team is....."





# Rear View Feedback - Key to Building Trust

“Jane, what I appreciate about your contribution to the team is.....”

“Jane, where you could contribute more to the team is.....”

# Rear View Feedback - Key to Building Trust

Only 2 people will give feedback to the person on the love seat for this exercise today

# 8 Essential Elements of high TQ VIVRE FAT

DID WE?

Vision

Identity

Values

Results

Effective

Fun

Aligned

Trust



# Team Coaching

If we could be great teams today,  
you can also be great teams at work

# Team Coaching

DOUGLAS R. GERBER

[www.tq.team](http://www.tq.team)