

Worksheet

The Edge Team Training

Module 1 – Session 1

Step 1: Becoming a team of Leaders

How alive is your team?

EXERCISE 1.

Leader: Ask your team to rate themselves on, “How alive do you feel at work?”

(Scale 1=Unengaged 9=Fully Alive and Engaged)

Step 2: The First Question

The First Question of a great leader: “What am I being that they do (or do not) have shiny eyes?”

EXERCISE 2. Ask your team: What one thing can I change in our culture to help you be fully alive at work? Write down their suggestions. PICK ONE FOR IMMEDIATE IMPLEMENTATION.

Step 3: Implementation

It is the dialog with your team that will translate into a higher performing team by creating a strong culture and clear expectations.

It is essential that you take action – see Exercise 3 below. Your team needs to be convinced that this training is going to become part of your culture. Remember:

- Be consistent: “Be the culture. Speak as though it has already begun.”
- Be patient: “Slow learning is good learning. Let your team feel safe with the changes and speak openly.”
- Be persistent: “We are really doing this.”

EXERCISE 3. Ask each team member to send you the answers to these two questions:

- a. To send you one thing you can do to make their job easier or more enjoyable.
- b. What one thing can they do to make their job more enjoyable?

Review the suggestions from your team. Ask yourself:

- Are there trends in the feedback – can you implement one thing that will help the team (or most of them) ?
- Are there any “red flags” where you can see a problem with a team member based on their feedback? Have a discussion with that team member and find out what is going on.
- Is there something in your leadership you need to add?