Making Your Team The Best It Can Be

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The Dynamics of Organizational and Team Performance
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Two Fundamental Truths of Every Organization or Team

**Fundamental Truth # 1**
Organizational and Team transformation begins with personal transformation.

**Fundamental Truth # 2**
Technical Job Skills will rise only to the level of the individual’s Behavioral Success Skills.
Organizational & Team Transformation

Begins with Personal Transformation

Technical Job Skills will rise only to the level of the individual’s Behavioral Success Skills
It is rare to find a person who wakes up in the morning with a conscious attitude of, “Today I am fully committed to being average!”

Do You Settle for Average?

Deliberate
Purposeful
On Target
Aligned
Best Ability

Conscious Choice
Clear reason why
Aligns with goal
Your current ability
Excuses
BCE
Blame Complain
Deliberate
Best Ability
Purposeful
Aligned
On Target
Off Target
Habit
Impulse
Auto Pilot
Resistant

On Target Performance

What would happen if you lived & worked On Target?

What holds you back from living & working On Target?
How do you develop your skill to stay OT?

Average People wing it. Good People have a plan. Exceptional People use a System.

Deliberate Purposeful On Target
Aligned Best Ability

MAXIMUM \(E\) PERFORMANCE

Maximize the one thing you control

\[ E + = O \]
$E + R = O$

$Event + Response = Outcome$
“Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice.”

Jim Collins – Good to Great
1. How do I see the situation?
2. What am I not seeing?
3. What am I discounting?
4. What do I pretend not to see?
5. How do others see the situation?

1. What is the team, crew, or organization trying to achieve or accomplish?
2. What is required of me in my role?
3. What is important to me?

Gain Exceptional/Uncommon Clarity of E & O
Intentional & Purposeful, without confusion or uncertainty.

The Situation

Expand Your Focus

E + R = O

Off Target R

On Target R

Off Target R

On Target R

Deliberate Purposeful
Aligned Best Ability

Habit
Impulse
Auto Pilot
Resistant

Habit
Impulse
Auto Pilot
Resistant

Off Target

On Target

Off Target

On Target

SPS

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Intentional & Purposeful, without confusion or uncertainty.

The Situation

Expand Your Focus

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Off Target

On Target

Off Target

On Target

SPS
Describe the situation. Expand your focus frame.

**Off Target Responses**
What attitudes and behaviors do not produce the desired outcome?

**On Target Responses**
What attitudes and behaviors are likely to produce the desired outcome?

Describe the outcome you are seeking to achieve.

What attitudes and behaviors do not produce the desired outcome?

**Off Target Responses**

The greatest investment of any organization now and in the future is grounded in leadership and behavioral based performance.