

Teamwork – The Competitive Advantage

Ayako Ohtake
Brave Birds Studio

Summary

Teamwork remains the ultimate competitive advantage, both because it's so powerful and so rare.

During this presentation, participants will understand what makes up effective teams, how teams can work best together and walk away with tangible actions that can be implemented immediately.

Managing Transition In a Changing Industry

With the accelerated rate of change from market forces, technology and globalization only to mention a few, organizations need to pivot quickly and easily.

According to Amy Edmondson, Novartis Professor of Leadership and Management at the Harvard Business School, we live in a volatile, uncertain, complex and ambiguous world (VUCA). In that environment, anyone's voice can be mission critical. When leaders foster trust and psychological safety on teams it helps employees manage the ever-changing VUCA world.

Cohesive teams are the most effective because they are agile and able to navigate new levels of disruptions in their roles, priorities and operations. Built on a foundation of trust and psychological safety, cohesive teams are well positioned to innovate and quickly adapt to industry changes.

The Ideal Team Player and 6 Types of Working Genius contribute to building the most effective teams and create vulnerability-based trust on teams.

The Ideal Team Player

The Ideal Team Player presents a powerful framework and easy-to-use tools for identifying, hiring and developing ideal team players. This session is practical and compelling for:

- Leaders striving to create a culture of teamwork
- Professionals looking to hire team players
- Employees wanting to be an invaluable team member

The Six Types of Working Genius

The Six Types of Working Genius model is rapidly transforming Executive Teams and teams across the world. Unlike other personality assessments, the Six Types of Working Genius specifically addresses the different phases of work. By understanding the makeup of your team, you will quickly be able to better leverage each other's Working Geniuses (Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity), and understand where to turn to find support for areas that are missing. The insights are formidable.



Description

The Genius of Wonder: The natural gift of pondering the possibility of greater potential and opportunity in a given situation.

The Genius of Invention: The natural gift of creating original and novel ideas and solutions.

The Genius of Discernment: The natural gift of intuitively and instinctively evaluating ideas and situations.

The Genius of Galvanizing: The natural gift of rallying, inspiring and organizing others to take action.

The Genius of Enablement: The natural gift of providing encouragement and assistance for an idea or project.

The Genius of Tenacity: The natural gift of pushing projects or tasks to completion to achieve results.

All six are necessary ingredients for success. No one person can embody them all which is why teamwork is so important.

Theory / Method / Workflow

Based on the models developed by New York Times Best Selling Author Patrick Lencioni and outlined in the books: *The Ideal Team Player* and *the Five Dysfunctions of a Team*.

Results, Observations, Conclusions

The Five Dysfunctions of a Team has become the world's most definitive source of practical information for building teams. The model has proven effective for organizations of all sizes - from start-ups to mid-market businesses and Fortune 100 companies.

Acknowledgements

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