INTENT IN LEADING TEAMS

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CONTEXT IS PARAMOUNT
BUSINESS AGILITY MEANS BEING EFFECTIVE IN COMPLEX ENVIRONMENTS

WE HAVE KNOWLEDGE WORKERS IN BUSINESS ENVIRONMENTS
“Management is getting things done through others. Leadership is getting others to do things”

—ROBERT DILTS
“Leaders have followers. Managers have reports.”

- SETH GODIN
DAVID MARQUET

- Competence and Organizational Clarity
- Move Authority where the Information is
- Give Control and Create Leaders (over taking control and attract followers)
PERCEIVED THREATS IMPAIR THE HIGHER COGNITIVE SKILLS

• Remembering
• Understanding
• Deciding
• Memorizing
• Situational resiliency
TEAMS, NOT WORKGROUPS

- Google’s Project Aristotle found out that we need:
  - Psychological Safety
  - Personal Meaning
  - Larger Impact
  - Dependability
  - Organizational Clarity
Nature of the Interaction

Relational

Functional

Knowledge distribution

Mentor, Coach, Consultant, Trainer

Mentee, Coachee, Client, Student

Activities

Mentoring
Coaching
Consulting
Training

Cognitive learning levels

Memorizing
Understanding
Applying
Analyzing & Evolving

— @andreaprovaglio
SELF-AWARENESS

- You cannot **communicate** with others, if you cannot communicate with yourself
- You cannot **take care** of others, if you cannot take care of yourself
- You cannot **lead** others, if you cannot lead yourself
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