Engaged Teams

THE BUILDING BLOCKS OF BUILDING SUCCESSFULLY ENGAGED TEAM MEMBERS
Branding
The Foundation

- The organization needs to determine how they want to be viewed in the eyes of their employees.
- Create a Mission Statement based on what that Brand will be.
- Determine what tools will help the organization succeed with the Mission Statement.
Cultural Initiatives, the SEC Model, and The Collaborative Way

The Pillars

- Cultural Initiatives – What type of Culture will the organization operate within.
- The SEC Model - A model that categorizes teams’ Skill, Engagement, and Coachability.
- The Collaborative Way – A defined way to communicate both horizontally and vertically within the organization.
Cultural Initiatives

What cultural components does the organization feel are most important?

- Accountability
- Professionalism
- Collaborative
- Respectful
- Loyalty
- Trusting
- Empowering
- Passionate
- Consistent
The SEC Model

Skill is **NOT** always transferable.
Engagement and Coachability **ARE** transferable.
High Skill **DOES NOT** equate to high Engagement and Coachability.
High Engagement and Coachability **Does** equate to high Skill

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The Collaborative Way

A communication tool consisting of five tenants:

- Listen Generously
- Speaking straight
- Being for each other
- Honoring commitments
- Acknowledge and Appreciate
Consistent Implementation

- All components of this system must be communicated and implemented from the top down.
- The “words” of the system must be used everyday.
- All leaders must be consistent.