

TEAMWORK



Thoughtful
Simplicity

Verinder Syal

verinder@thoughtfulsimplicity.com



What's the formula
for Business Success?

The Formula

Vision + Culture + Execution

=

Success

A horizontal, textured red brushstroke that spans most of the width of the slide, serving as a background for the word 'Culture'.

Culture

Values + Teamwork + People



Culture

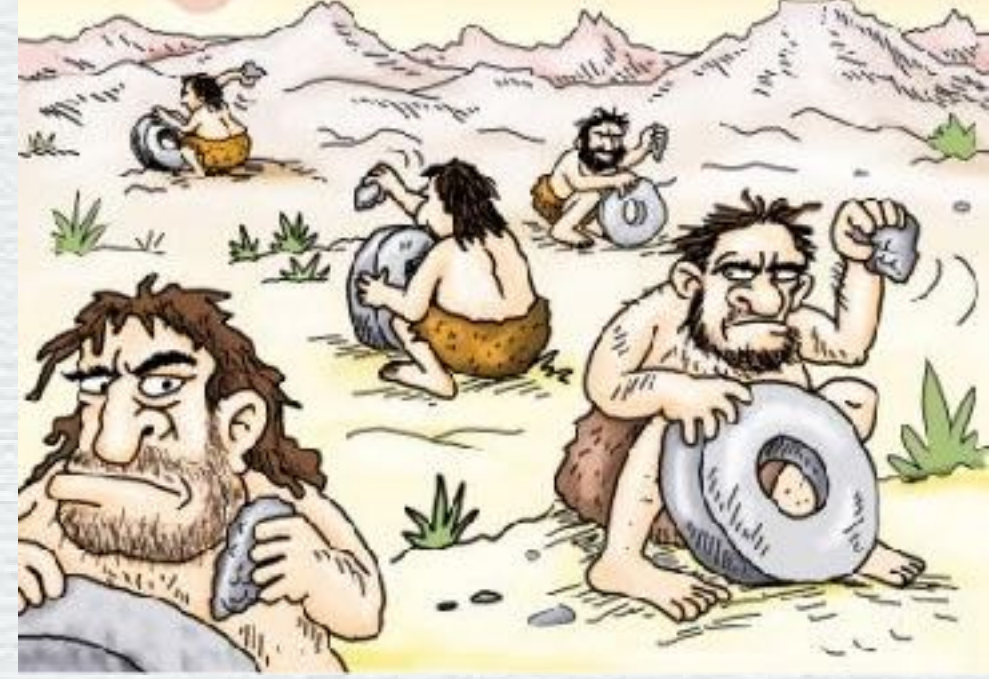
Values + Teamwork + People



Teamwork



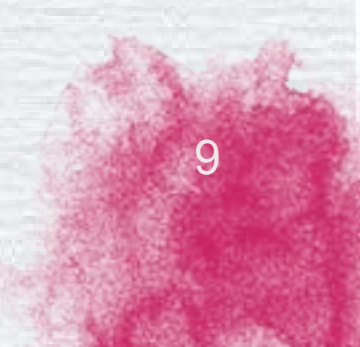
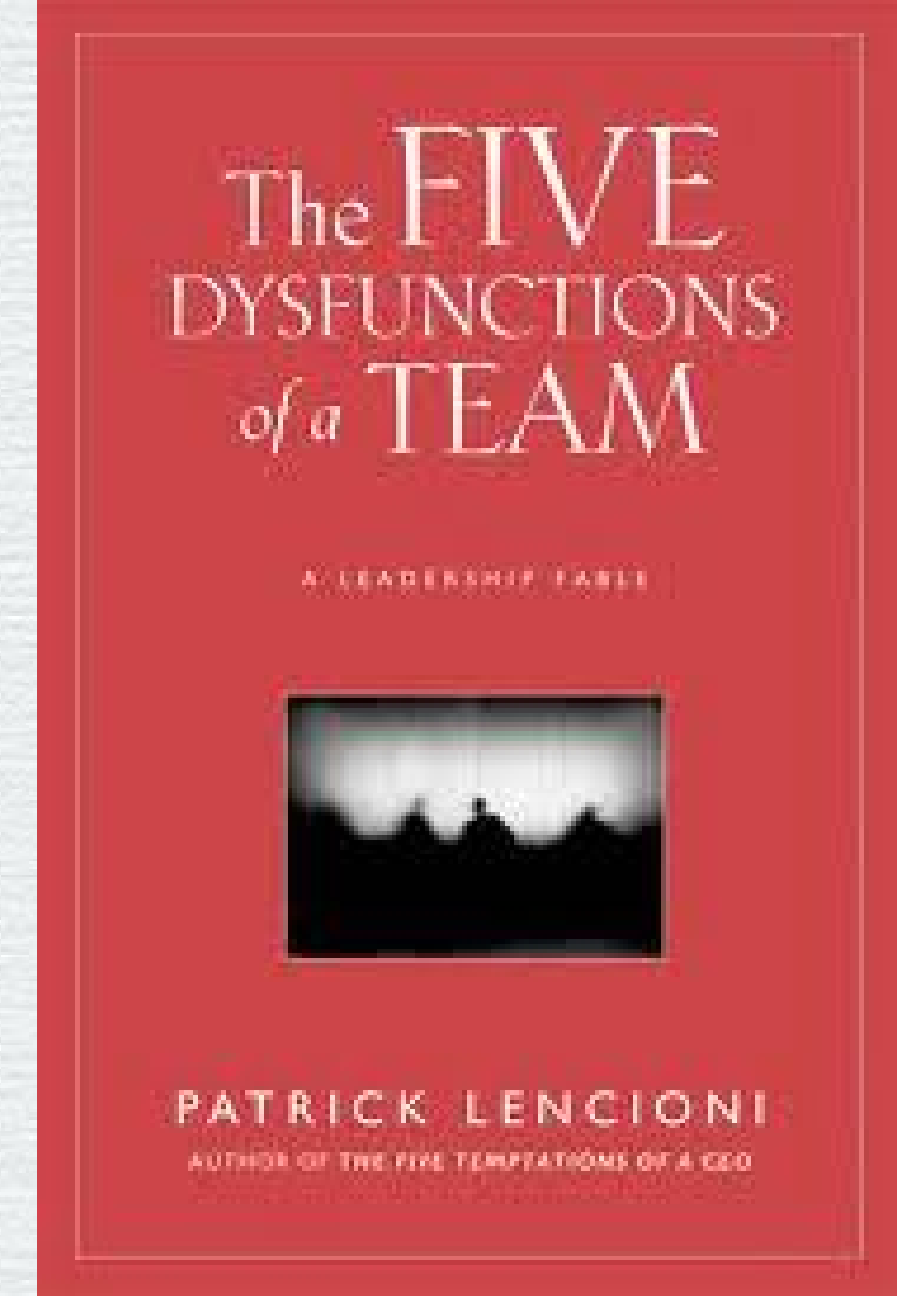
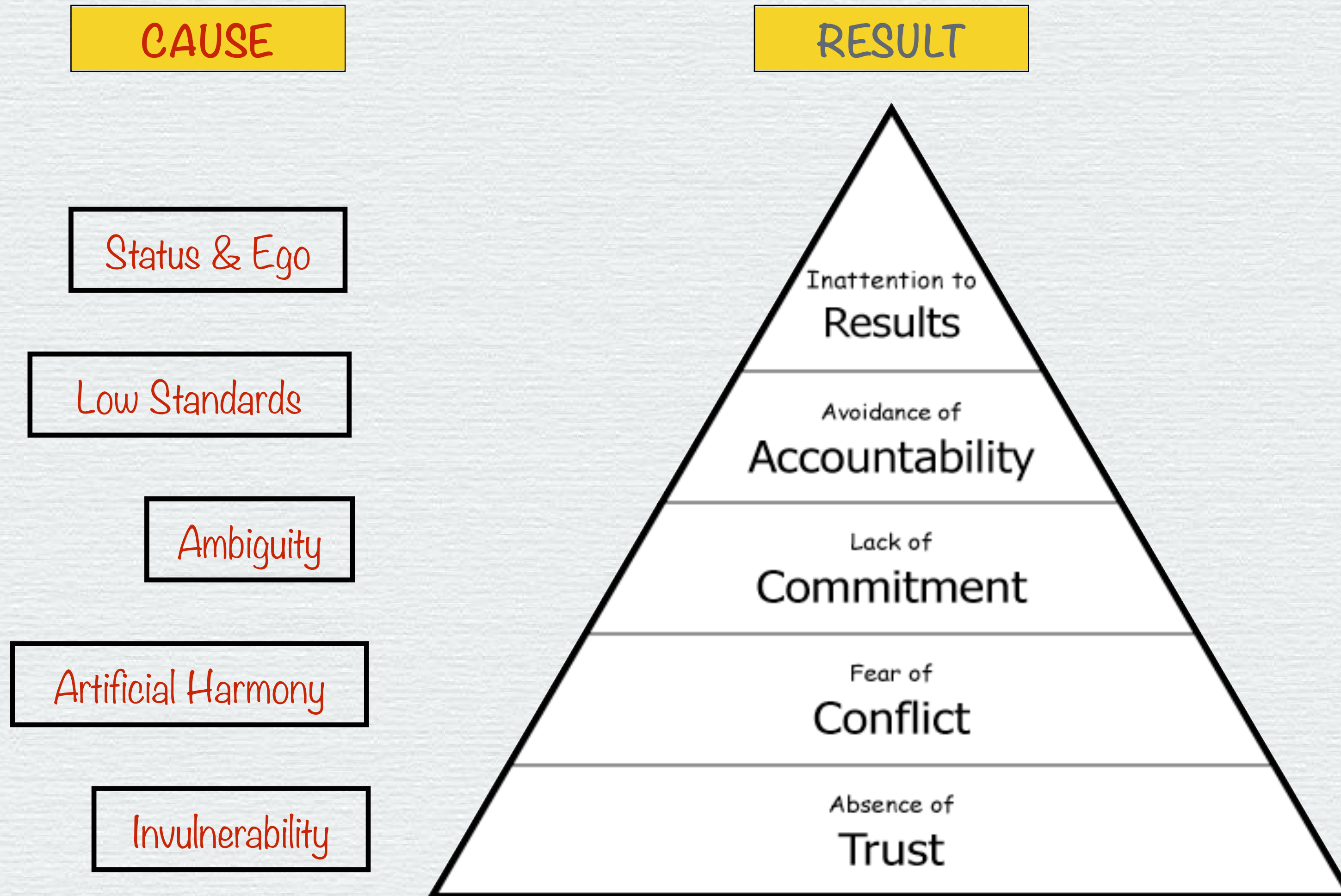
TEAMS you ARE on that
ARE a Joy and highly
productive



Teams you ARE on that
ARE a TORTURE and
nothing got done



Barriers to Teamwork



A dark, textured brushstroke background, resembling a thick application of black or dark grey paint. The stroke is irregular and horizontal, with some lighter areas and some darker, more saturated areas. The text is written in white, with a slightly distressed or hand-drawn appearance. The word 'Everything' is in a lowercase, rounded font, while 'starts with' is in a similar lowercase font. 'TRUST' is in all caps, in a bold, sans-serif font.

Everything starts with
TRUST

A dark, textured brushstroke background, resembling a thick application of black or dark grey paint. The stroke is irregular and horizontal, with a rough, feathered edge. The text 'How is TRUST built?' is written in white, centered within the dark area. 'How is' is in a smaller, lowercase font, while 'TRUST' is in a larger, all-caps, bold font. 'built?' is in a lowercase font, similar in size to 'How is'.

How is
TRUST built?

Get To Know Each Other



NOT THIS WAY!



Lessons From Google

> TEAM A

- Very Professional
- Everything on time
- Professional Focus
- Some people dominate the talk
- Friendly outside the meetings
- Little socializing inside

> TEAM B

- Meetings start with a lot of chit chat
- Sometimes people have emotional conversations
- People meander - go on tangents
- Every team member gets a chance to talk
- High Average Social Sensitivity
- People feel psychologically safe

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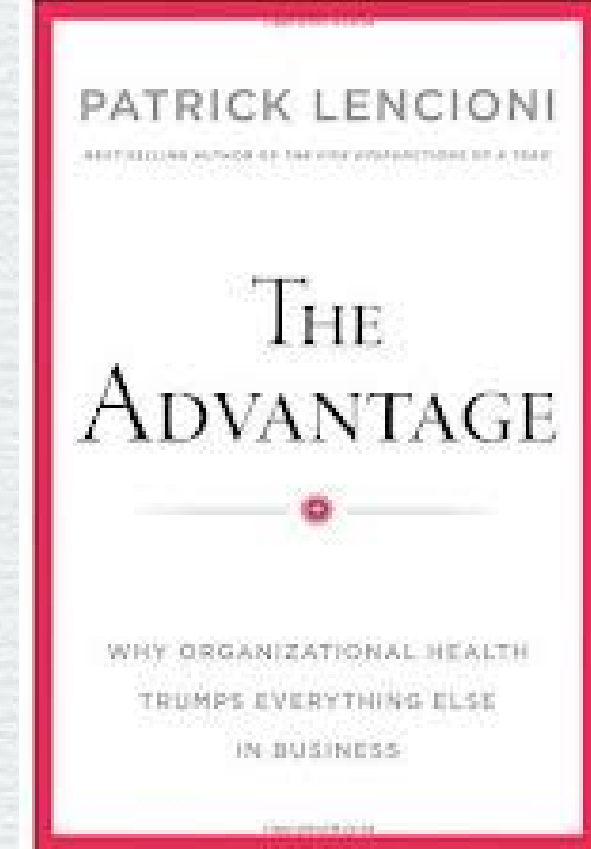
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Which Team Would You Choose? Why?

Which Team Did Better?

> TEAM B

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An Exercise on Values

- List 2-3 people you admire most on your team
- List 2-3 people who you would never hire
- List 3-4 qualities about the people you admire
- List 3-4 qualities about the people you do not want on the team

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- Somewhere here are your possible values for the team



Are your core values
REAL or just generic?

Make the values come alive
by giving examples of what
is good and what is not.

Are the Founder(s)
Living the values? If
not, forget it.....

People

Name	Core Value 1	Core Value 2	Core Value 3	Core Value 4	Core Value 5	Gets It	Wants It	Capacity
John	✓ × +/-	✓ × +/-	✓ × +/-	✓ × +/-	✓ × +/-	✓ × +/-	✓ × +/-	✓ × +/-
Ben								
Sally								
Meg								

A dark, textured brushstroke background, possibly made of charcoal or dark ink, with a rough, irregular edge. The text "Thank you!" is written in a white, hand-drawn, cursive font across the center of the stroke.

Thank you!