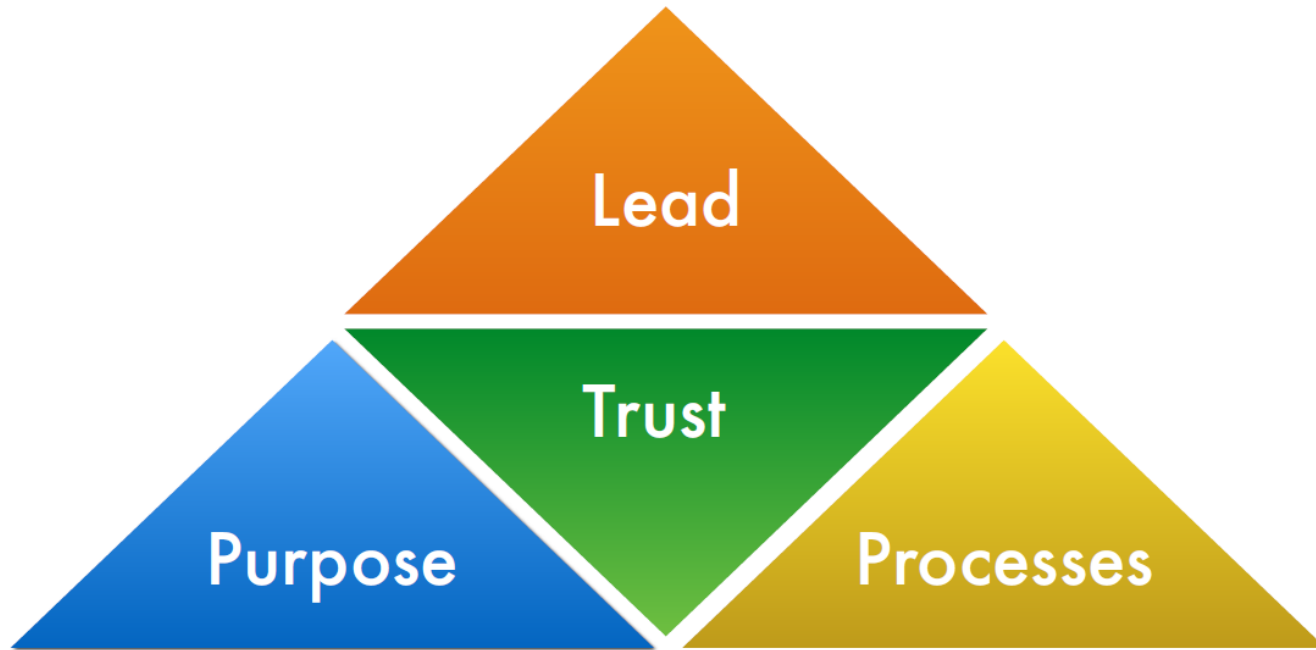


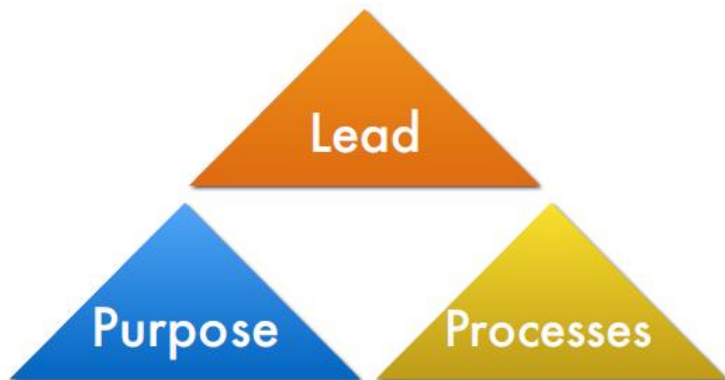
# Workshop

15 August  
2019

# Effective Teams Model



SteveFrancis



What happens when ONE element is missing?



SteveFrancis

# High Performance Team Culture



As leaders we must strategise about our culture.

# LEVELS OF PERSPECTIVE MODEL

(Edward Kim) Martin – based on the work of Daniel Kim)



## LEADERS

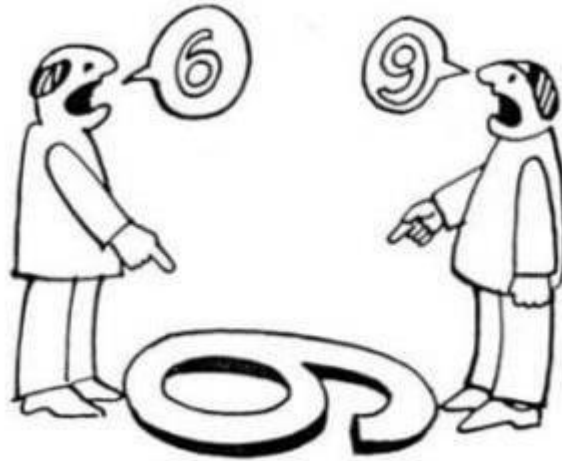
- Work at top three levels of perspective
- Delegate responsibilities for outcomes, rather than delegating tasks
- Align others to a shared vision, mental models and systemic structures
- Must walk the talk.  
transform not transact

## MANAGERS

- Just get through the day
- Deal with events and



**Perception is reality.**



**Understand how you and others make meaning**

# Understand how you and others make meaning

1

What I observe  
are the facts.

2

What I know is the truth.

3

Any reasonable person would see what I see and know the  
truth as I know it.

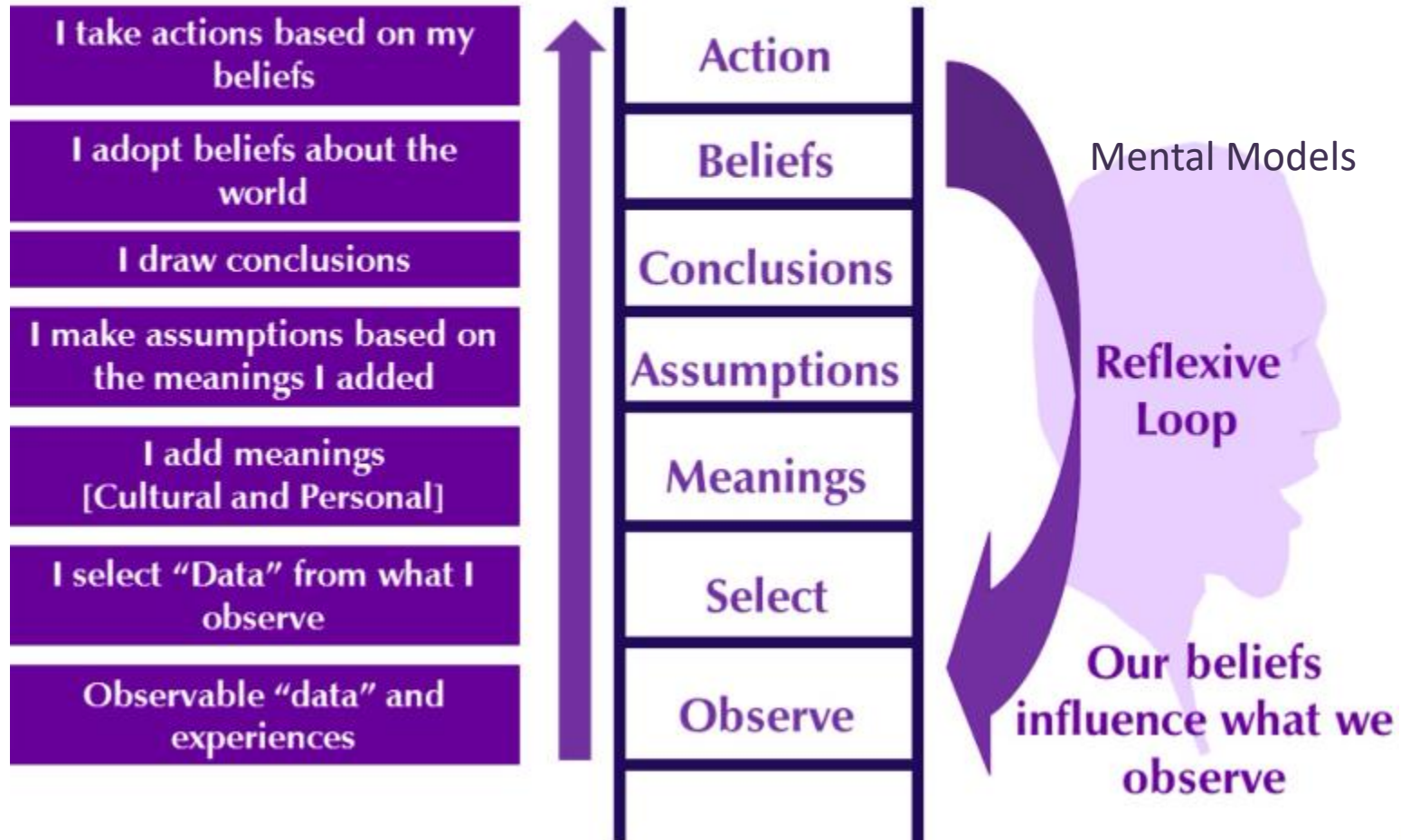
WE DON'T SEE THINGS AS THEY ARE,  
WE SEE THINGS AS WE ARE.

=

DYSFUNCTIONAL MENTAL MODEL OF PERCEPTION



# The Ladder of Inference



**To ponder...**

Dr Neil Carrington

When did you climb a ladder at home or at work a little too quickly?

What did you do when you realised you were up the wrong ladder?

Behaviour is driven off deeply held mental models.

Your mental models determine the ladders you go up.

Each person sees things differently and makes their own meanings.



Share with  
your  
colleagues

Dr Neil Carrington

What are the mental models currently visible in your team?

What are the mental models that align with your vision?

# Backwards bike

Something to ponder...

Remember the last new skill that you learnt.

**Share with your  
colleagues**

Human behaviours

What does this clip suggest about changing our thinking, our behaviours and mental models?

# WHY IS IT SOMEONE IS NOT DOING WHAT YOU EXPECT? (TSAW Model)



# Share with your colleagues

Why is it someone is not doing what you expect?

Time?

Skill?

Awareness?

Will?



One key  
takeaway that  
you will action in  
your leadership  
this week?

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