
DRIVING SUCCESS WITH HIGH PERFORMING TEAMS

BUILDING A HOUSE IN FOUR HOURS

SARAH ROBERTS

MICHELLE WILEY, PMP, PMI-ACP



Maritz®

Maritz GLOBAL EVENTS®

Maritz

Maritz CX™

Maritz

MOTIVATION SOLUTIONS®

Channel Services

Maritz TRAVEL®

experient



Quality Reward Travel
A Maritz Company

Maritz | EX

Maritz | Loyalty

cartwheel

Maritz | Sales Performance

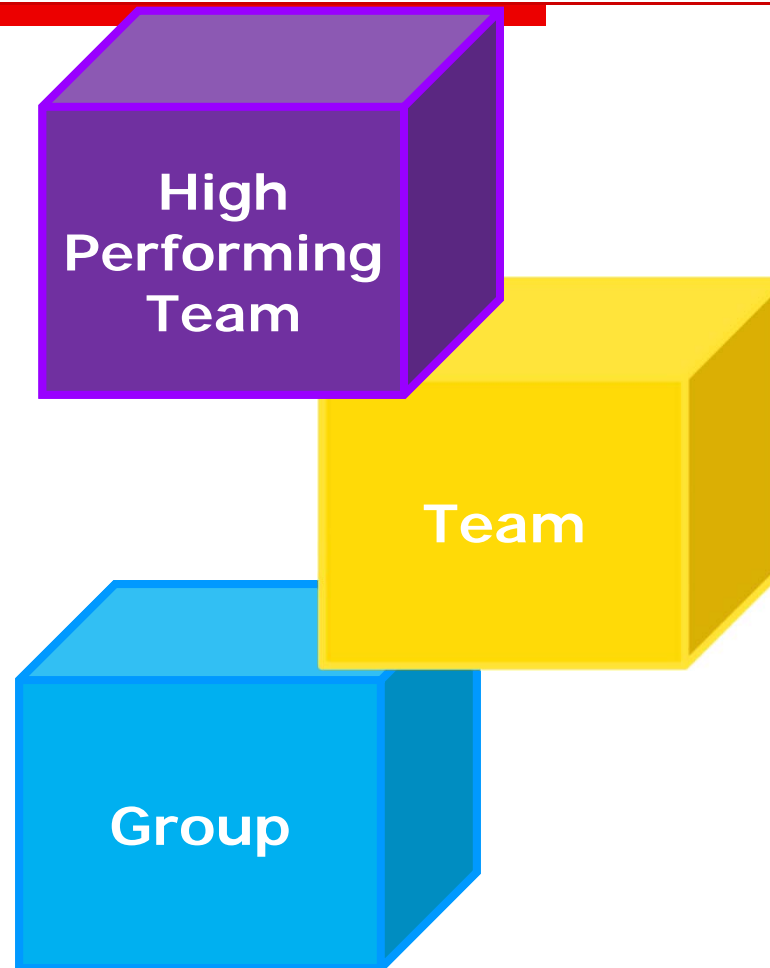


IMPACT
DIMENSIONS INC.

BACKGROUND

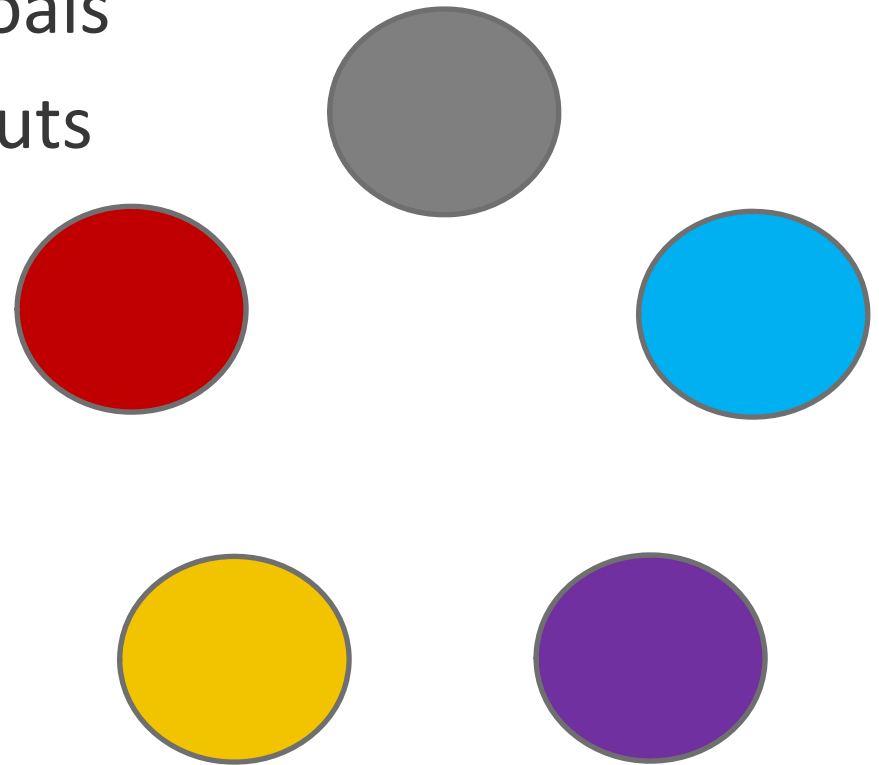


HIERARCHIES OF GROUPS



CHARACTERISTICS OF GROUPS

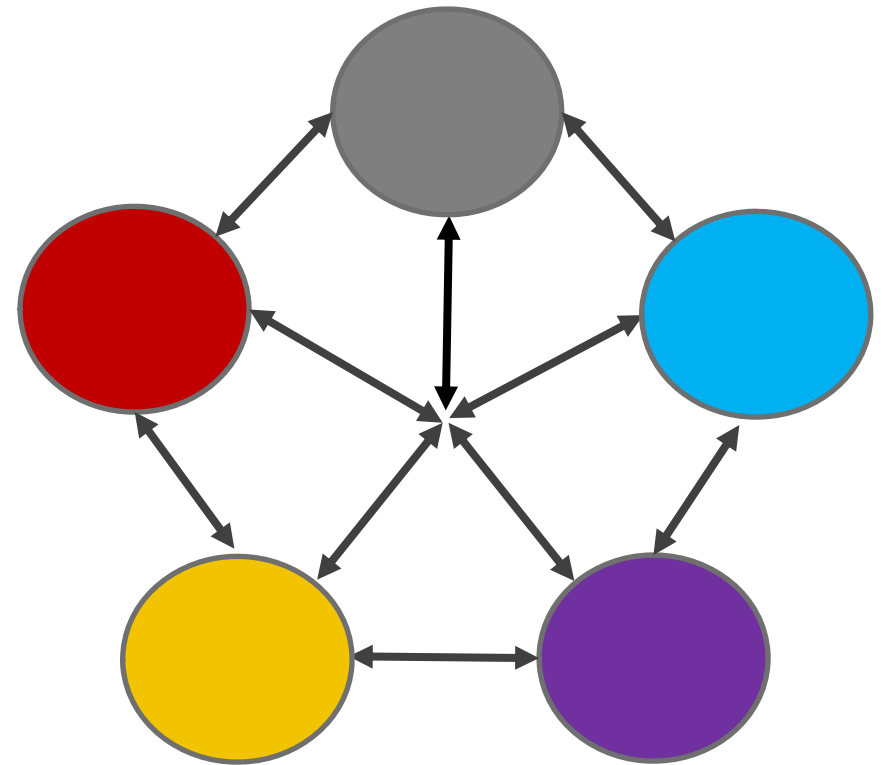
- Individual Accountability
- Focused on Individual Goals
- Produce Individual Outputs
- Concerned with One's Own Outcome and Challenges



CHARACTERISTICS OF TEAMS

Together **E**veryone **A**chieves **M**ore

- Coordinated Work
- Collective Goals
- Mutual Accountability
- Collective Evaluation



GROUPS TO TEAMS VISUAL



EXAMPLES OF HIGH PERFORMING PROJECT TEAMS



CHARACTERISTICS OF HIGH PERFORMING TEAMS

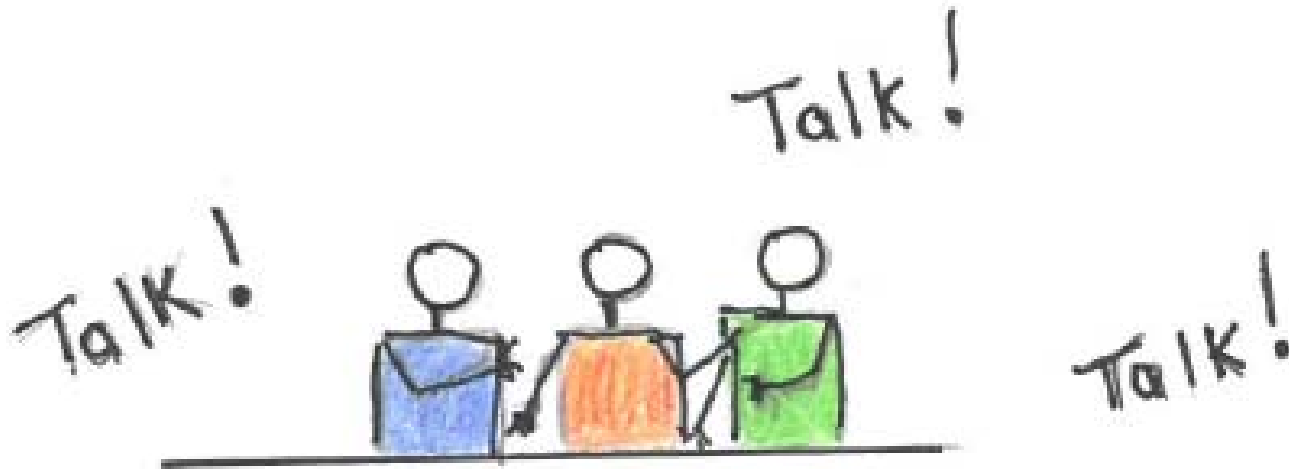


BENEFITS OF HIGH PERFORMING ORGANIZATIONS

- Increased competitive advantage
- Increased customer service
- Increased morale
- Increased success
- Greater innovation



A PROJECT MEETING...

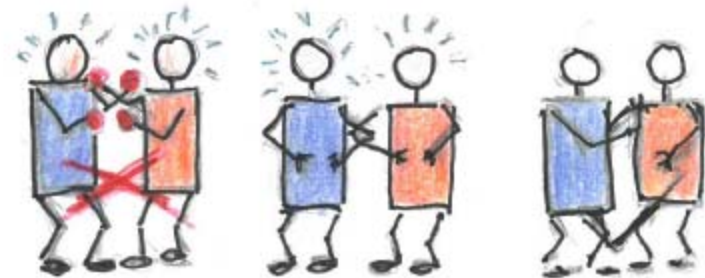




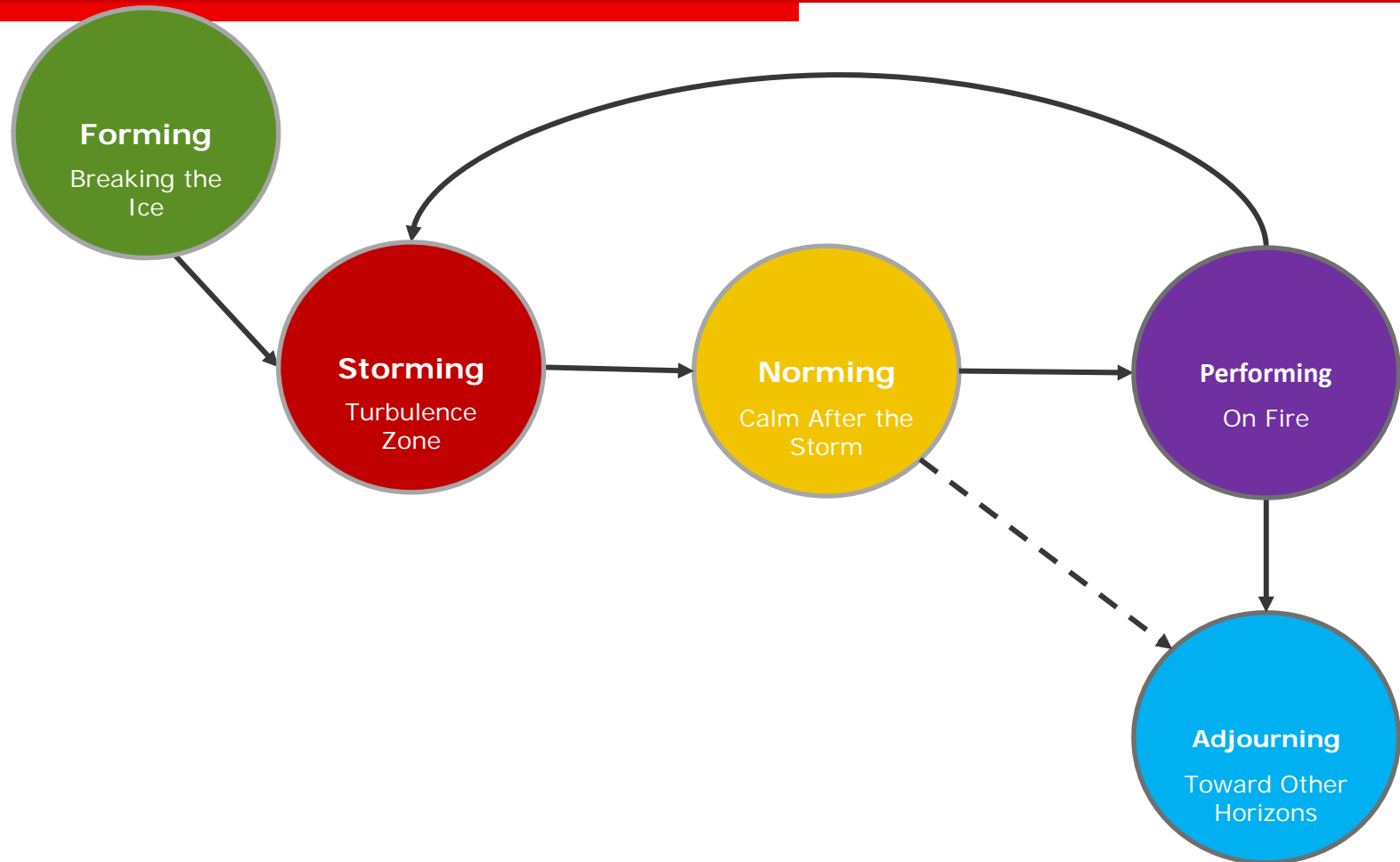
BE NICE



Value and embrace difference and healthy conflict.



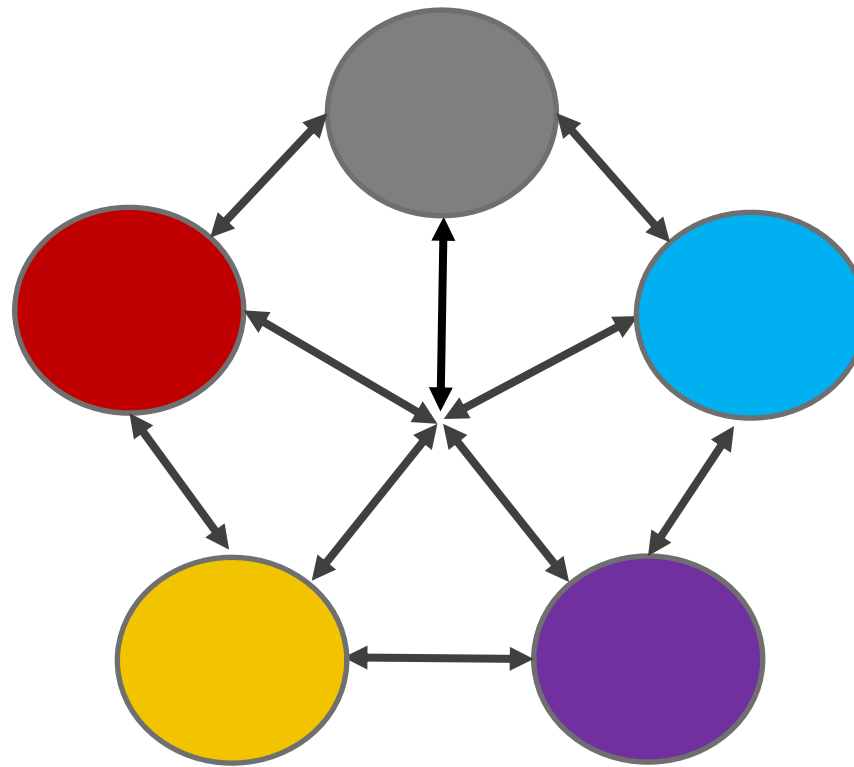
STAGES OF TEAM FORMATION AND DEVELOPMENT

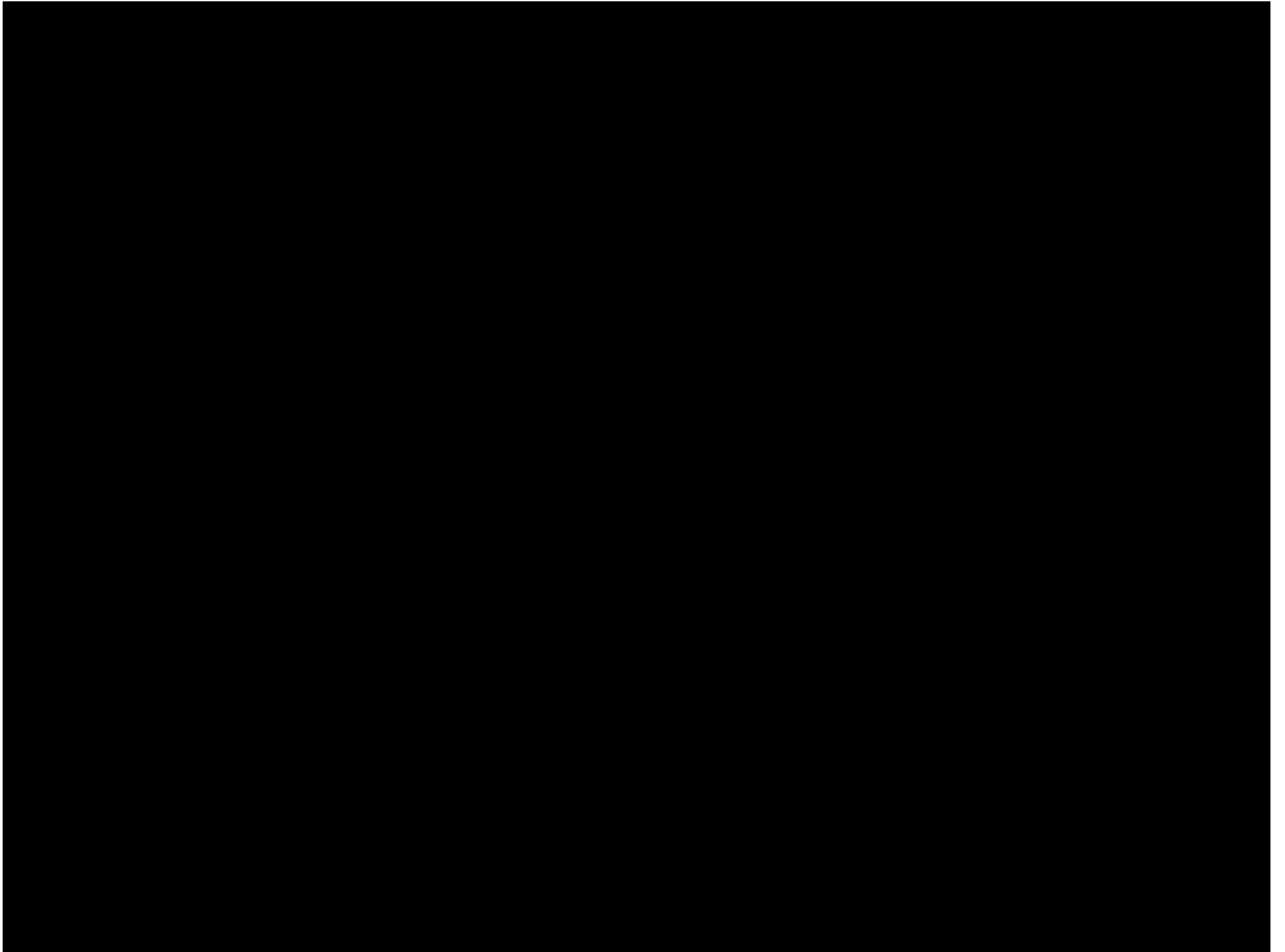


STAGES OF TEAM FORMATION AND DEVELOPMENT

Forming	Storming	Norming	Performing	Adjourning
<p>“Breaking the Ice”</p> <ul style="list-style-type: none"> • Everyone is nice and cordial <p>Project activities & present a clear, tactical picture of what needs to be done</p>	<p>“Turbulence Zone”</p> <ul style="list-style-type: none"> • Conflicts erupt <p>Help team members resolve conflicts. Acts as a referee.</p>	<p>“Calm After the Storm”</p> <ul style="list-style-type: none"> • The Plan comes together • People begin to feel comfortable with each other • Teams work effectively. <p>Reminders to enforce team norms and challenge with high-level goals</p>	<p>“On Fire”</p> <ul style="list-style-type: none"> • Clear Goals. High Motivation. Stable Team. • Different views are valued • Quick decision making & problem solving.. <p>Point team in the right direction. Give regular recognition and appreciation for their high performance</p>	<p>“Toward Other Horizons”</p> <ul style="list-style-type: none"> • Team members go to new projects. • We say goodbye ☹️ and review what we learned. • Sadness, uncertainty, or satisfaction <p>Celebrate successes. Capture lessons learned. Provide team members with the opportunity to say goodbye.</p>

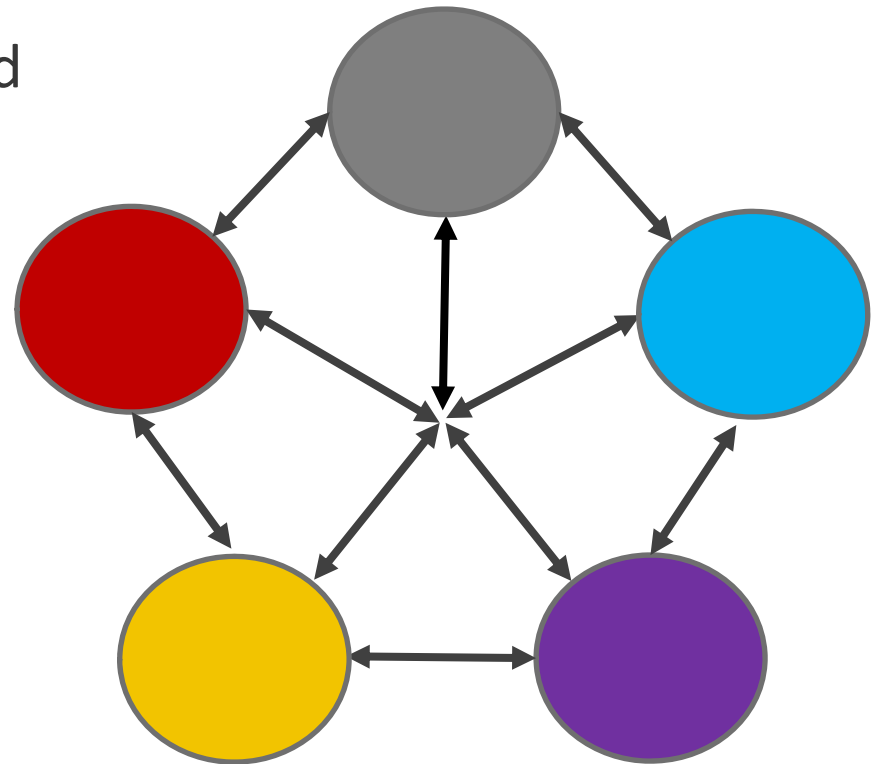
THE FOUR-HOUR HOUSE





PERFORMANCE TO PLAN

- ✓ Built a house from foundation to finish
- ✓ Completed the project in less than four hours
- ✓ Broke the existing world record
- ✓ Met strict building codes



OPEN DISCUSSION – SUCCESS FACTORS

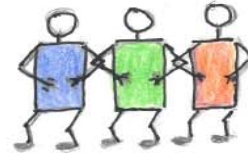


Great Teams...

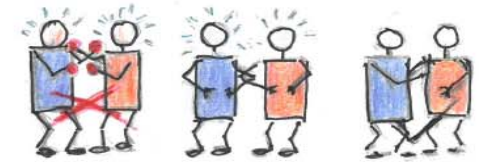
Create a shared **vision** of the future and move towards it together.



Face **challenges** together.



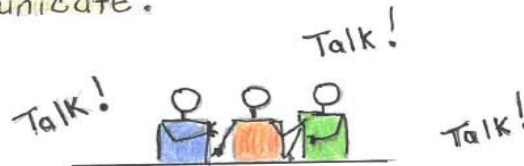
Value and embrace **difference** and healthy conflict.



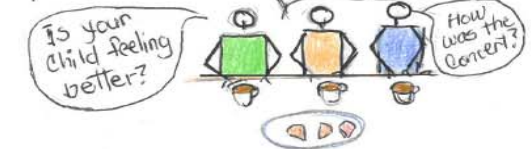
Help everyone in the team to feel **safe** and **innovate**.



Communicate.

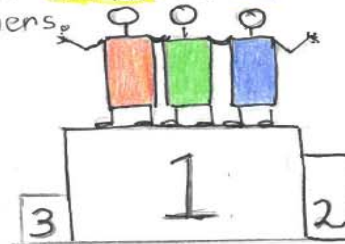


Get to know each other as people.



THEY TALK

Achieve **Win-Win** for **all** team members.



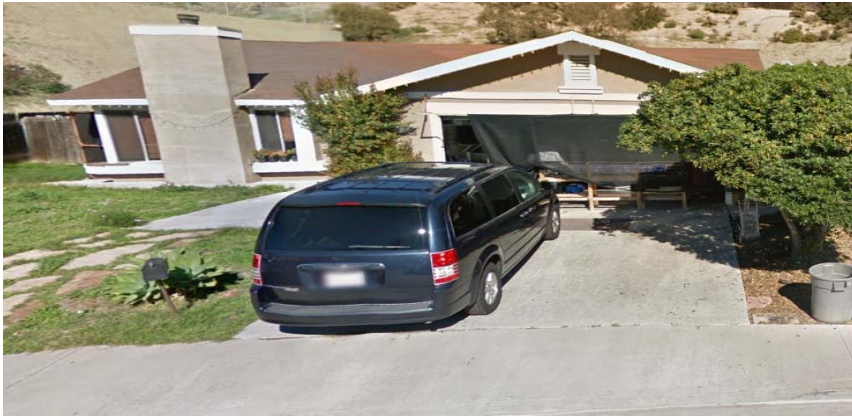
Think the best of each other - so when something goes wrong you don't blame other people...



and we don't punish people if they fail.

M Wiley 2018

WHAT HAPPENED WITH THE HOUSES?





WORKS CITED

- *A Guide to the Project Management Body of Knowledge (PMBOK Guide)*. Newtown Square, Pa: Project Management Institute, 2017. Print.
- Duhigg, Charles. "What Google Learned From Its Quest to Build the Perfect Team." *New York Times*. 25 Feb. 2016.
<<https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html>>.
- Elkins, Kathleen. "Mark Cuban: 'One of the most underrated skills in business right now is being nice.'" *CNBC*. 12 Oct. 2018. <<https://www.cnbc.com/2018/10/12/mark-cuban-one-of-the-most-underrated-business-skills-is-being-nice.html>>

9.4 PMBOK – DEVELOP TEAMS

- The process of improving competencies, team member interaction, and overall team environment to enhance project performance.

