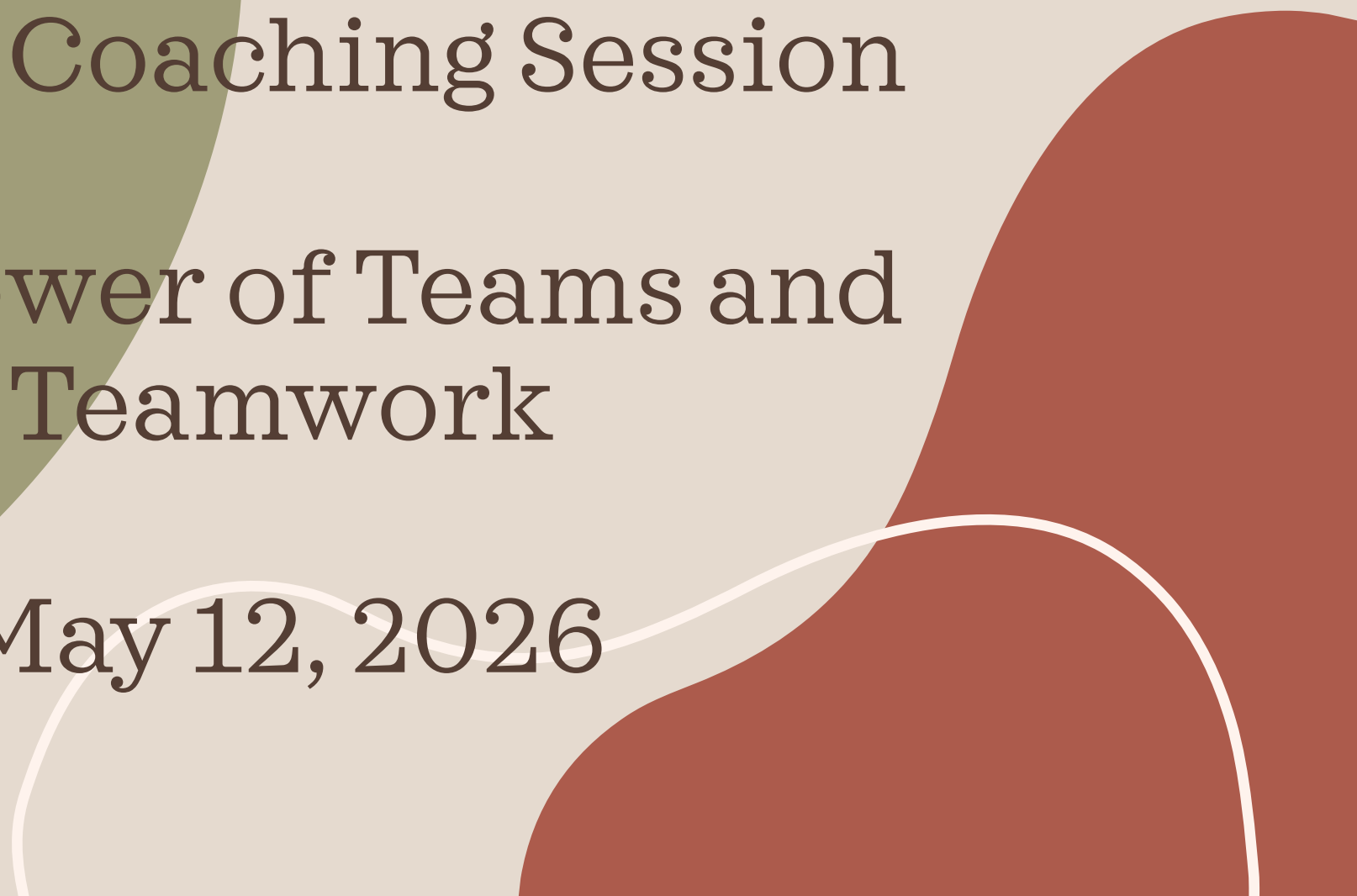


FPDA FLM Group Coaching Session

The Power of Teams and Teamwork

May 12, 2026



agenda

- Check-in: Tell me something good
- Desired outcomes, assumptions and ground rules
- Benefits of teams, Challenges of teams, Experiences on high performing teams, Experiences on dysfunctional teams
- Stages of team development
- Actions needed to develop within the stages
- Teamwork concepts and skills
- Closing thoughts
- Plus//delta



Desired Outcomes

- Continue to grow in relationship with one another
- Increased understanding of the power of teams and teamwork
- Increased clarification on how to develop a high performing team
- Increased insight into developing a teamwork mindset and skill set



Assumptions

- You are dedicated to the success of your organization
- You are committed to continuing to grow as a leader
- You have positive and challenging experiences working with teams
- You understand we must be intentional if we are to have high performing teams



Ground Rules – the behaviors we expect of each other so we can be successful

- Be honest: Share professional opinions and be open about what we are seeing in others
- Be respectful: Accept others' ideas and experiences; contribute to an environment of openness
- Model vulnerability: Share openly – keep it real – enter the real zone
- Listen actively to each other: Learn from shared experiences and concerns – seek to understand
- Welcome advice: Ask for help and support
- Seek clarification: Ask clarifying questions – Don't jump to conclusions
- Assume positive intent
- What's said here, stays here – What's learned here goes there



Check-In: Tell me something good

What is something positive that has occurred in your professional or personal life in the last 60 days?



STAGES OF TEAM DEVELOPMENT

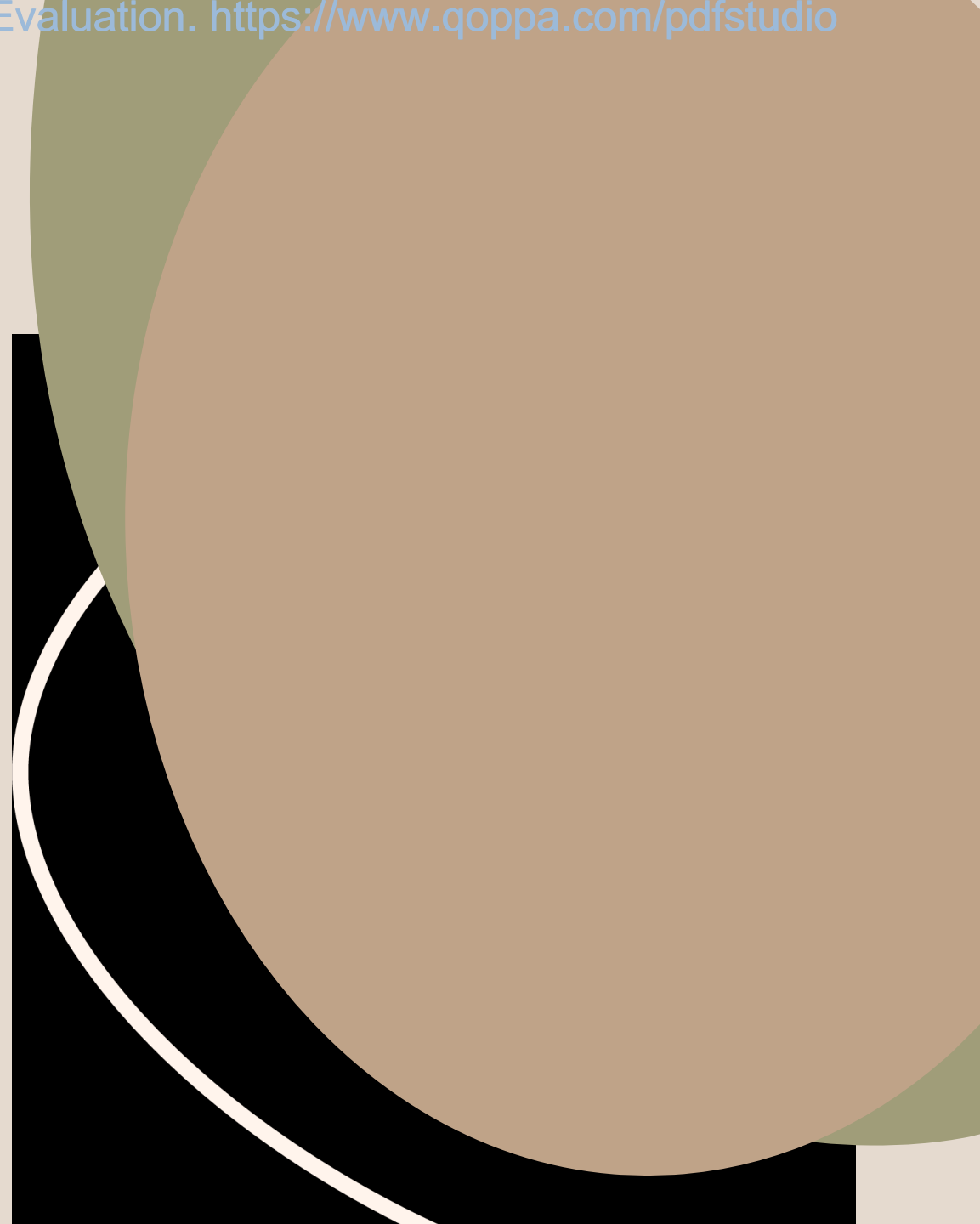


DEFINITION OF A TEAM

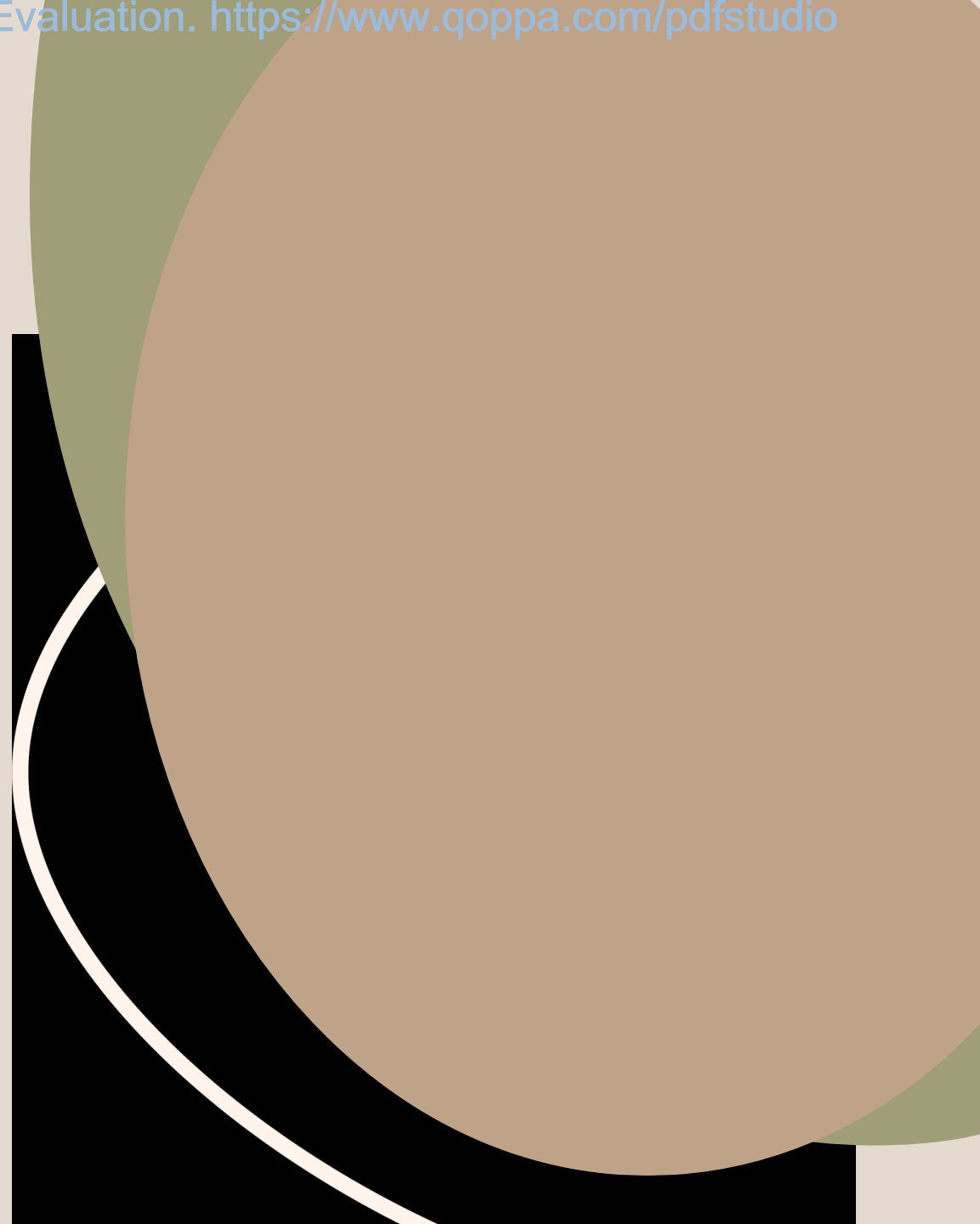
*A group of individuals
working cooperatively together
to achieve a common objective.*

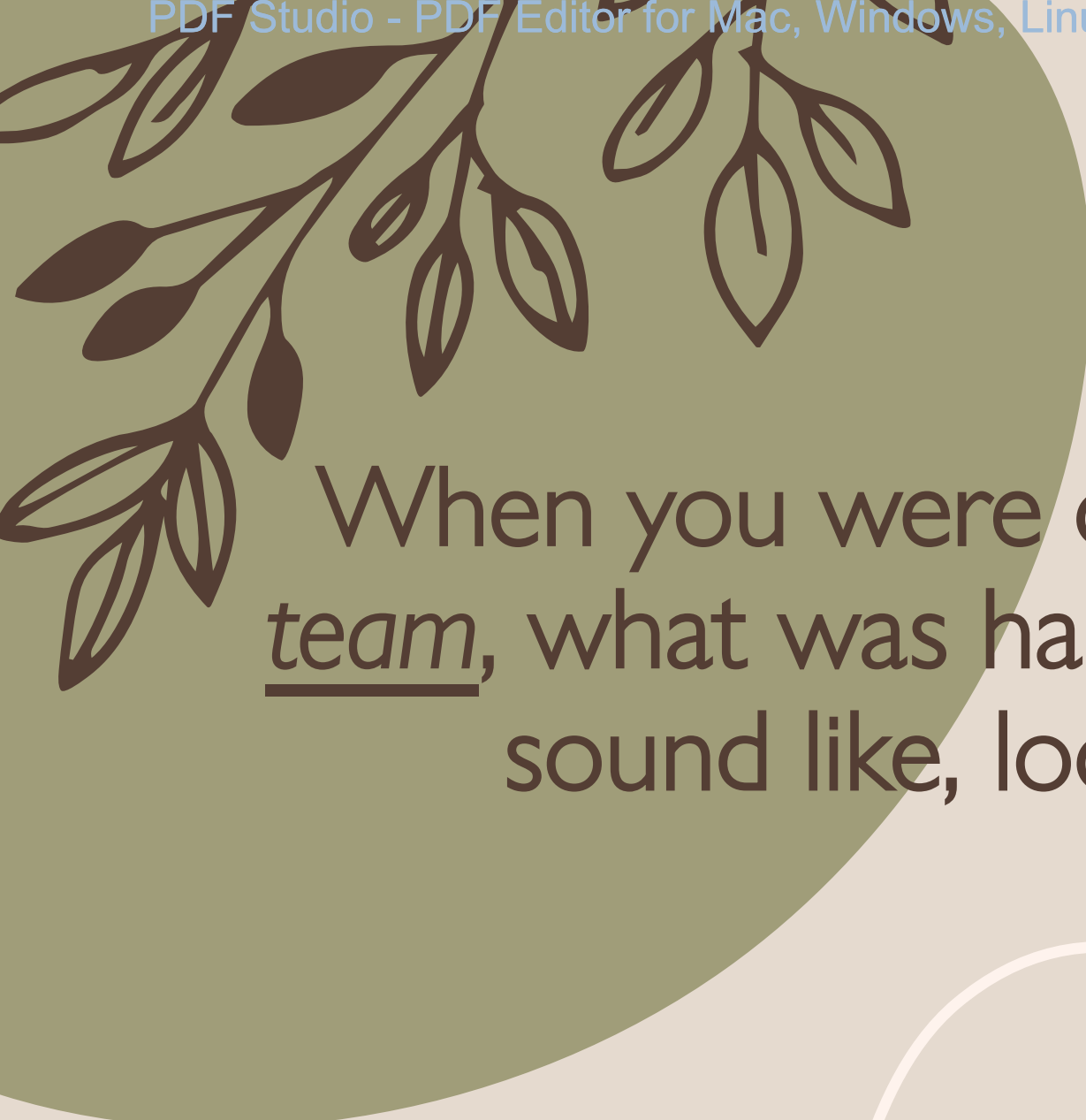


What are the benefits
of working in teams?

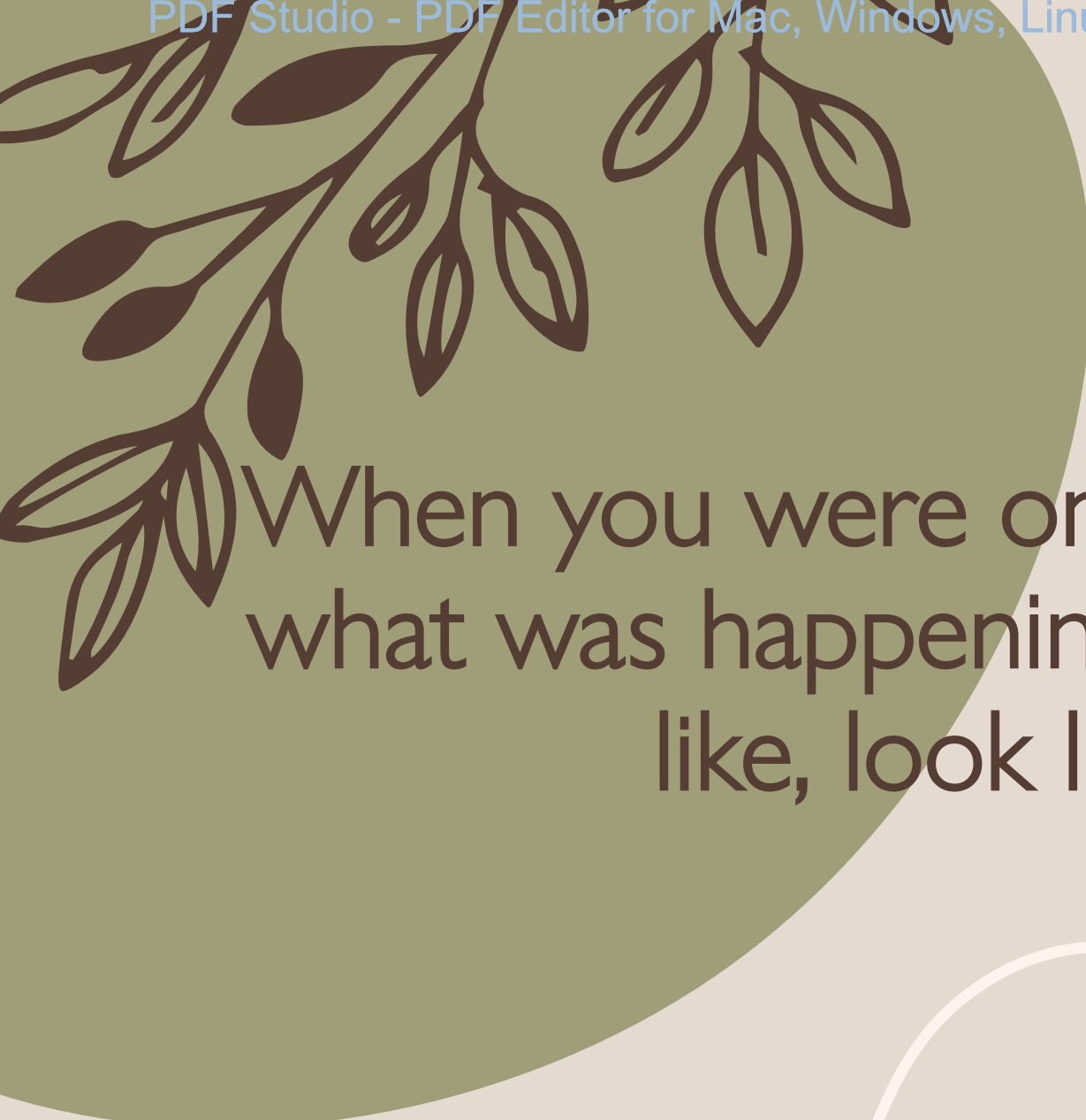


What are the
challenges of working
in teams?





When you were on a high performing team, what was happening - what did it sound like, look like, feel like?



When you were on a dysfunctional team, what was happening - what did it sound like, look like, feel like?

Stages of Team Development

Stage	Maintenance Functions	Task Functions
Forming	Dependency <i>Why, What, How</i>	Orientation
Storming	Conflict <i>Leadership, Power</i>	Organization
Norming	Cohesion <i>Giving and Receiving Feedback</i>	Data Flow
Performing	Interdependence <i>High Task (and Person) Orientation</i>	Problem Solving
Transforming	<i>Individuals transition to other teams and areas of responsibility</i>	

Stages of Team Development

Stage	Tools		
Forming	<ul style="list-style-type: none"> About Me Ground Rules Stakeholder Engagement 	<ul style="list-style-type: none"> My Preferred Working Style DiSC Personal Style Assessment Team Charter 	<ul style="list-style-type: none"> Role Clarification Establish 1:1s Establish Meeting Cadence
Storming	<ul style="list-style-type: none"> Crucial Conversations 	<ul style="list-style-type: none"> Conflict Resolution 	<ul style="list-style-type: none"> Emotional Intelligence
Norming	<ul style="list-style-type: none"> Giving and Receiving Feedback Project Management 	<ul style="list-style-type: none"> Balanced Scorecard 	<ul style="list-style-type: none"> Implementation of Tools
Performing	<ul style="list-style-type: none"> Innovation 	<ul style="list-style-type: none"> Creativity 	<ul style="list-style-type: none"> Public Presentations
Transforming	<ul style="list-style-type: none"> New Leadership Roles 		

Key Elements of Teamwork

- ACTS OF LEADERSHIP
 - Step up, Take a Stand, Offer Ideas
- COMMON GOAL
 - Shared and agreed upon by all
- COMMUNICATION
 - Listening, Questioning, Identifying and addressing conflict, Giving and receiving feedback
- MANAGEMENT OF RESOURCES
 - People, Ideas, Equipment and Time
- SAFETY
 - Physical and Psychological

Application: DiSC Assessment

Working in teams may be easier for some than others



Plus/Delta

What went well in our time together today?

What would you change to increase our effectiveness and ensure this is valuable to you and your leadership?





thank you

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