



Education

Technical Team Work and Team Leadership

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➤ Team Work and Team Leadership

- ◆ Helping people focus on success in their technical career through the mentoring process has always been very personally rewarding for me. It is one of my passions. At technical conferences such as Storage Network World, it is important to focus on career development from an individual and team point-of-view.
- ◆ Learn more about Technical Team Work and Team Leadership in Storage Networking from someone who is a “Data and Storage Networker”. I will share my own personal experiences with team leadership and team membership on my journey to becoming more professionally vital. I will shed light on what it means to have successful teams and what it takes to create them. I will offer an analytical, process-oriented approach an individual or team can use to be successful.
- ◆ **Syllabus:**
 - › The Individual vs. the Team
 - › The Laws of Teamwork
 - › Why some teams work and some teams don't
 - › Have your involvement with others be successful
 - › Build winning teams
 - › Professional Vitality and Team Leadership

What is a TEAM?

➤ Why are you here?

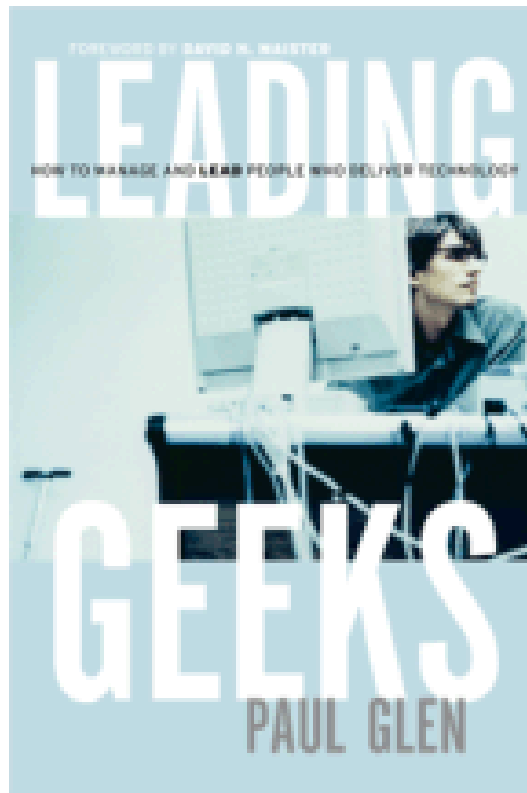
➤ Presentation Objectives

- ◆ The Laws of Teamwork
- ◆ Why some teams work and some teams don't
- ◆ Have your involvement with others be successful
- ◆ Build winning teams
- ◆ Professional Vitality

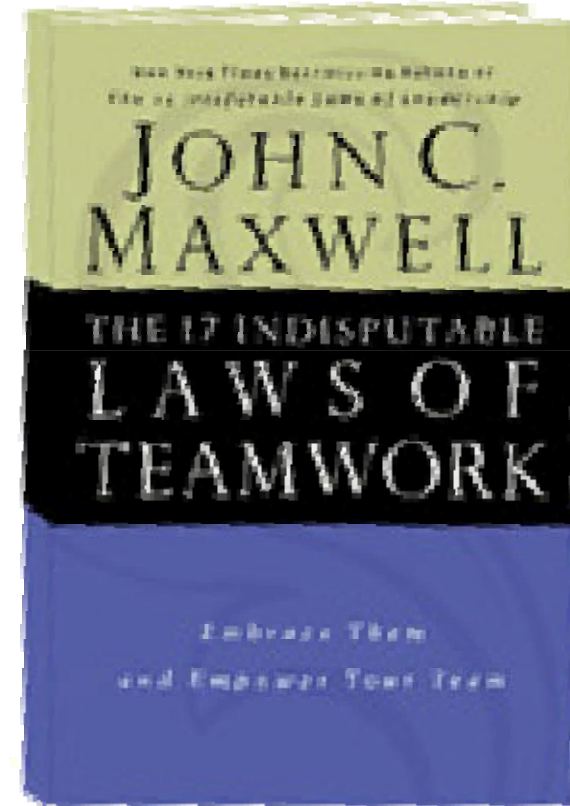


17 Laws of Team Work - John Maxwell

1. Law of Significance
2. Law of the Big Picture
3. Law of the Niche
4. Law of Mt. Everest
5. Law of the Chain
6. Law of the Catalyst
7. Law of the Compass
8. Law of the Bad Apple
9. Law of Countability
10. Law of the Price Tag
11. Law of the Scoreboard
12. Law of the Bench
13. Law of Identity
14. Law of Communication
15. Law of the Edge
16. Law of High Moral
17. Law of Dividends
18. Leading Geeks
19. Professional Vitality



Leading Geeks
How to Manage and Lead
People Who Deliver
Technology



**17 Undisputable
Laws of
Teamwork**



Visit Our Website

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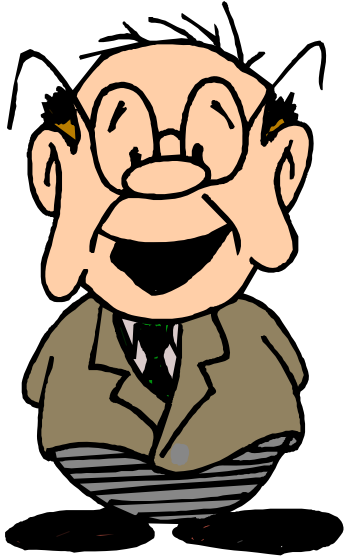
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HGAI is a Storage Networking Training Company



- Be Professionally Vital
 - Be Led!
 - Lead!
-
- Be sure to fill out your feedback forms
 - Thanks for coming and good luck!

End

1. The Law of Significance

➤ One Is Too Small a Number to Achieve Greatness

Why do we stand alone?

1. Ego
2. Insecurity
3. Naiveté
4. Temperament



“Law of Significance”

- Maxwell turns this into
 - ◆ **The Law of Insignificance!**



Goldstein's Amendment to Law 1

- There is no “I” in Team
- But there ought to be!
- Team accomplishment is the fruit of the Individual accomplishment tree!
- Teamwork is the ability to work together toward a common vision, the ability to direct individual accomplishment toward organizational objectives.
- There is far too much emphasis on team performance without the accountability of individual performance measurement.
- Too much emphasis on group grading in schools!



3. The Law of the Niche

➤ All Players Have a Place Where They Add the Most Value

1. Know the team
2. Know the situation
3. Know the player
4. How do I find my own niche?
 - > Be secure
 - > Get to know yourself
 - > Trust your leader
 - > Look at the big picture
 - > Rely on your experience



3. The Law of the Niche

Person	Place	Result
The Wrong Person	in the Wrong Place	Regression
The Wrong Person	in the Right Place	Frustration
The Right Person	in the Wrong Place	Confusion
The Right Person	in the Right Place	Progression
The Right <u>People</u>	in the Right <u>Places</u>	Multiplication

8. The Law of the Bad Apple

➤ Rotten Attitudes Ruin a Team

1. Attitudes have the power to lift up or tear down a team
2. An attitude compounds when exposed to others
3. Bad attitudes compound faster than good ones
4. Attitudes are subjective, so identifying a wrong one can be difficult
 - > An inability to admit wrongdoing
 - > Failing to forgive
 - > Petty jealousy
 - > Putting oneself before the team
 - > A critical spirit
 - > A desire to hog all the credit
5. Rotten attitudes, left alone, ruin everything

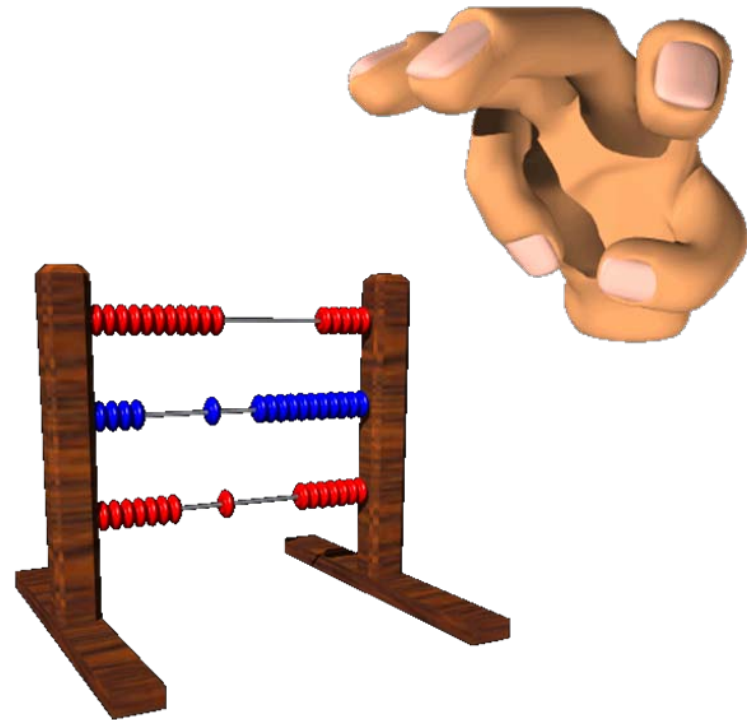


8. The Law of the Bad Apple

Abilities	+	Attitudes	=	Result
Great Talent	+	Rotten Attitudes	=	Bad Team
Great Talent	+	Bad Attitudes	=	Average Team
Great Talent	+	Average Attitudes	=	Good Team
Great Talent	+	Good Attitudes	=	Great Team

9. The Law of Countability

- Teammates Must Be Able to Count on Each Other When It Counts
- Countability =
 1. Character +
 2. Competence +
 3. Commitment +
 4. Consistency +
 5. Cohesion



9. The Law of Countability

Level	Type of Teammate	Description
1. Decorated Colonel	Committed Team Leader	Dedicated to the Cause. Focused on the big picture. Whatever-it-takes attitude.
2. First Lieutenant	Team Achiever	Buys into the spirit and culture of organization. Is self-motivated and productive
3. OCS Graduate	Genuine Team Player	Has passion and enthusiasm. Arrives early, stays late. Not proven leader yet.
4. Private	Formal Team Member	Enjoys being on the team. Wants to stay. Serves out of duty. Not yet a high achiever

9. The Law of Countability

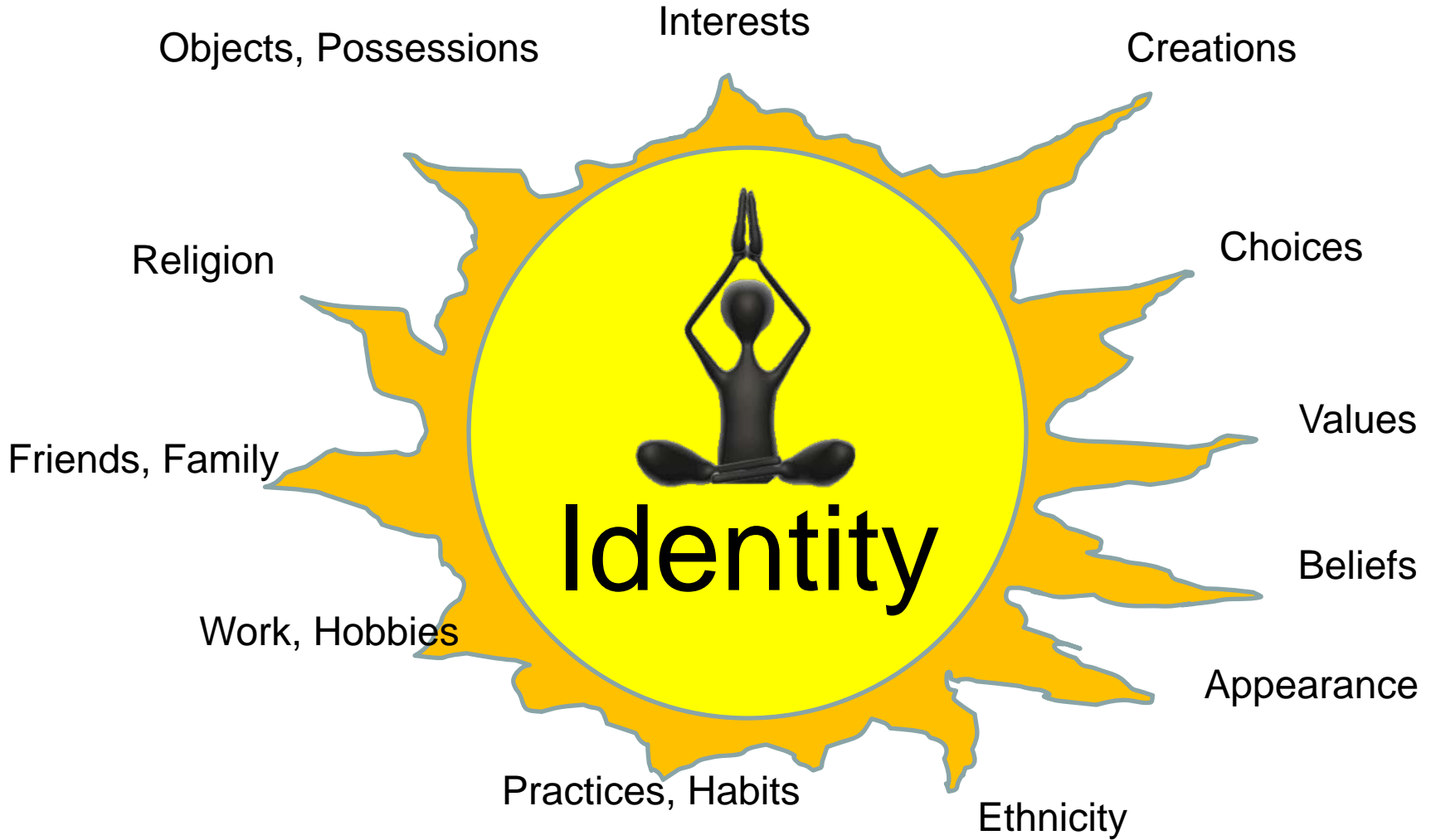
Level	Type of Teammate	Description
5. Boot Camp Recruit	Begrudging Follower	Will work, but only with a kick in the seat of the pants.
6. Deserter	Nonfollower	Won't do anything. Needs to be court-martialed.
7. Sniper	Dangerous Follower	Works, but makes life difficult for the team. Will shoot teammates if given the chance.

11. The Law of the Scoreboard

- The Team Can Make Adjustments When It Knows Where It Stands
 1. The scoreboard is essential to understanding
 2. The scoreboard is essential to evaluating
 - › Growth = Change
 3. The scoreboard is essential to decision making
 4. The scoreboard is essential to adjusting
 5. The scoreboard is essential to winning



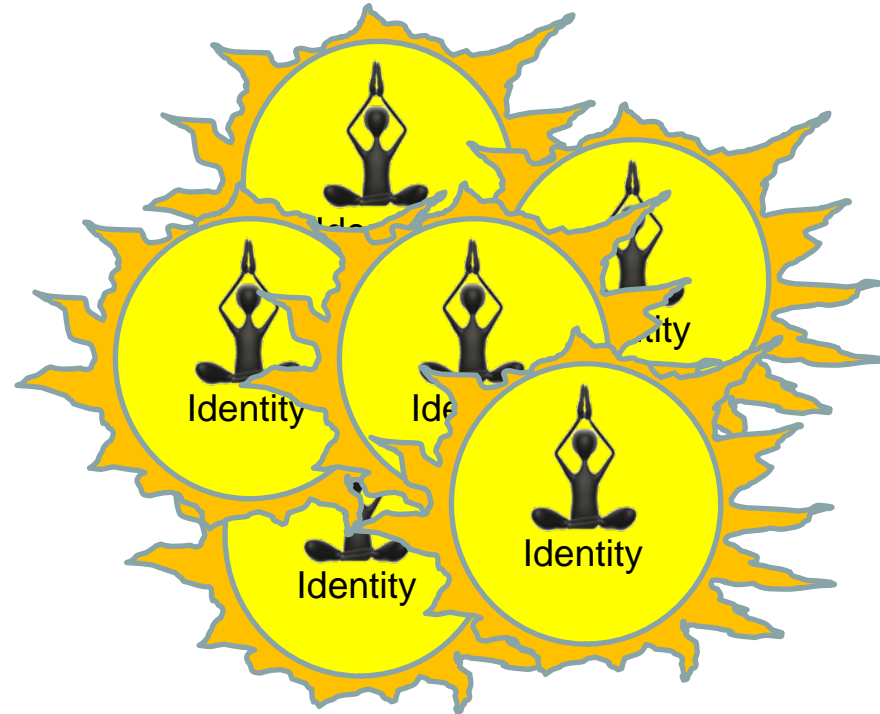
13. The Law of Identity



13. The Law of Identity

➤ Shared Values Define the Team

1. Glue
2. Foundation
3. Ruler
4. Compass
5. Magnet
6. Identity



Leading Geeks: Geekwork, Motivation & Demotivation

Why Geeks Matter?

- ◆ Over the past three decades, the pace of technological change has increased
- ◆ Technological innovation remains one of the most important components of an organizations ability to compete
- ◆ Geeks are the people who deliver technological innovation

Why Geek Leadership is Different?

- ◆ Geeks are different from other people
- ◆ Geekwork is different from other work
- ◆ Power is useless with geeks

Goal

- ◆ Harmonize context and content to drive productivity and creativity

Ways to Motivate Geeks

1. Select wisely.
2. Manage meaning.
3. Communicate significance.
4. Show a career path.
5. Projectize.
6. Encourage isolation.
7. Engender external competition.
8. Design interdependence.
9. Limit group size.
10. Control resource availability.
11. Offer free food . . . Intermittently.



Ways to Demotivate Geeks

1. Exclusion from decision making
2. Inconsistency
3. Excessive monitoring
4. Focus on tasks, not goals
5. Unqualified evaluation
6. Misaligned extrinsic motivators
7. Artificial deadlines
8. Changing deadlines
9. Organizational disinterest
10. Teams without skills



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What is Professional Vitality?

- *A method to optimize individual performance in four ways*
 - ◆ **1. Improve in ability to work with and through others in teamwork**
 - ◆ **2. Intensify dedication to job, career and profession**
 - ◆ **3. Regenerate and renew creative processes that fuel innovation through education, contemplation, and practice in communicating their creative concepts to peers.**
 - ◆ **4. Acquire vision necessary to clarify goals and objectives in preparation for the future.**

Professional Vitality

1. Acquisition - Gaining knowledge and skills through education, personal interaction, reading and experience.
2. Application - Use of knowledge and skills on the job, applying skills learned in one function to tasks in other functions and to leadership positions.
3. Dissemination - sharing knowledge and skills with others through teaching, lecturing, and writing.
4. Innovation and Creation! - These actions build on each other and lead to Innovation and Creation!



Understand What it Takes

- Research required skills, experiences, assignments
- Find and use mentors and peers
- Be a mentor and peer
- Document all Professional Vitality activities to build an accomplishments list
- Create a Personal History File of work efforts
- Don't take it for granted!



End