

🕒 2021.06.04

The Wisdom of Teams by Jon R. Katzenbach and Douglas K. Smith

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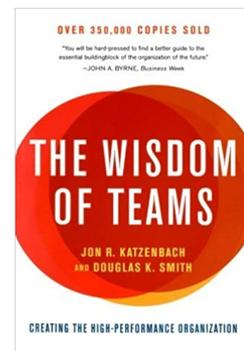
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Category: Management

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Why: We have a team of two and must perform at our best at all times.

Goal: learn how to build a good team of two.



Action: Focus on Team Basics.

3 Key Concepts

1. Build a team on clear **team basics**.
2. Enhance team with alignment **goals**.
3. The team performs at a high level when members care truly about **one another's growth**.

Summary

How to focus on team basics?



Learn about these basics below to be clear on what a team really means and when to form one.

This book discusses in-depth team performance 30 years ago and is **still relevant now, if not more than ever.**

If you are interested in building a workplace for talents, check out [The Gifted Boss: How to Find, Create and Keep Great Employees by Dale Dauten](#).

6 Team Basics define discipline of performing team

1. **Small Number**
2. Complementary **Skills**
3. Common **Purpose**
4. Specific Challenging **Goal**
5. Agreed Working **Approach**
6. Mutually **Accountable**

The sooner a team masters this discipline, the sooner its worries on time and effort go away.

“ No team performs without the complementary skills required for success. Teams must have a common purpose, common set of specific performance goals, and a commonly agreed upon working approach. Finally, teams must hold one another mutually accountable for their performance.

Jon and Douglas

New insights that enhances team performance

1. Clarifying the choices
2. Integrating different disciplines
3. Setting outcome-based goals
4. Recognizing time and capacity constraints
5. Virtual teaming
6. Ensuring process support

Learn about how to set a good goal that aligns with team's vision: [Measure What Matters: How Google, Bono, and the Gates Foundation Rock the World with OKRs by John Doerr](#)

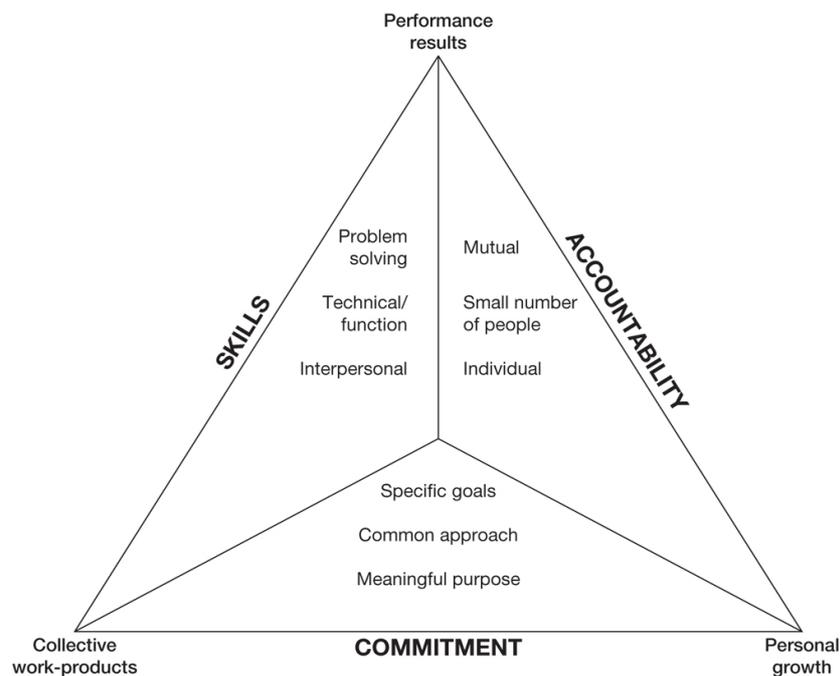
High-performance Team



After it masters the team basics and other enhancing attributes, it will perform at a high level when...

“ High performing team has members who are deeply committed to one another’s personal growth and success.

Jon and Douglas



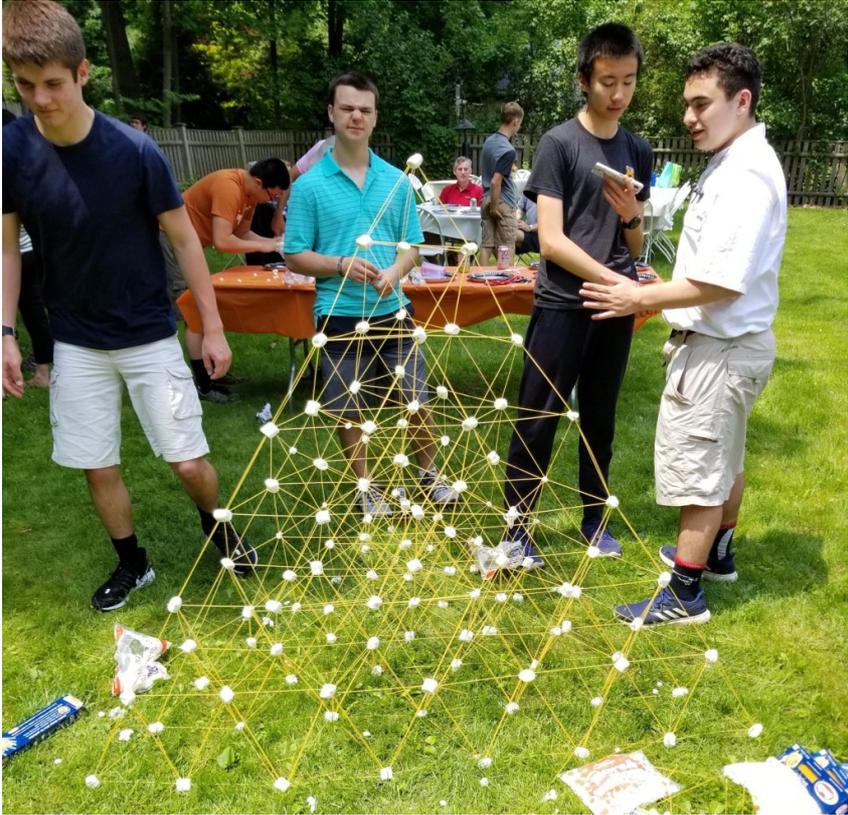
Credit: <https://www.oreilly.com/>

To sum up, the book conveys that the wisdom of teams comes with a focus on collective work-products, personal growth, and performance results. However, to perform at its best, one must set an audacious goal and care for one another’s personal growth too.

Goal check: I learned how to build a real team.



Bonus: Looking for a workshop during team building session? Check out this game: [Marshmallow Challenge](#).

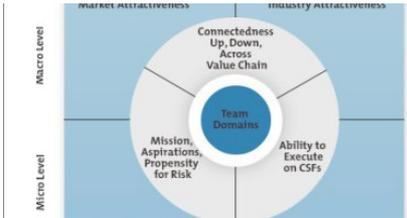


Marshmallow Challenge on Engi Campus? [Source](#)

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Management Smith

