

# 2003/2004 Leadership Series<sup>®</sup>

Harvey Robbins, Ph.D. February 19, 2004 • 8:30 - 11:30 a.m.



## Why Teams Don't Work...and What to Do About It



Today's companies are turning to teams as a means for organizing work and completing projects. In *theory*, teams positively impact productivity, communication, resources, creativity, problem solving, and making and implementing higher quality decisions. In *reality*, many organizations have found teams prone to problems that make them ineffective and fall short of leader's expectations. Packed with practical questions and answers about high level teams, Robbins will deliver a skill-building workshop that identifies the obstacles that prevent teams from high performance and provides methods to remove these barriers.

### SPEAKER BACKGROUND

- President of Robbins & Robbins
- Consultant to major businesses
- The author/coauthor of six books including:
  - The New Why Teams Don't Work
- Doctorate from Texas A&M-Commerce

### LEADERSHIP COMPETENCIES

Gain skills and enhance the following capabilities:

#### PROBLEM SOLVING ORIENTATION

- Decision Quality: Make good decisions based upon mixture of analysis, wisdom, experience, and judgment. Avoid jumping to decisions based on prejudices, historical solutions, or narrow perspectives. Effectively use appropriate decision-making processes for the circumstances.

#### PEOPLE LEADERSHIP

- Peer Relations: Can solve problems with peers. Gain trust easily and support peers. Create system for free flow of information.
- Building Effective Teams: Create strong morale and spirit within the team. Create synergy for the team. Foster open dialogue. Establish and use team for the right reasons. Define success in terms of the whole team. Let people finish and be responsible for their work. Serve the team while keeping the vision alive.
- Understanding Others: Understand why groups do what they do. Get individual's hidden agendas on the table tactfully. Understand how groups operate and what purposes groups serve.

#### ALIGNING THE ORGANIZATION

- Results Oriented: Push self and others for results. Spend time on what is important. Demonstrate boldness and commitment to get things done.