

HDI 2018
CONFERENCE & EXPO
SESSION # 306

TEAMS ROCK THE FIVE BEHAVIORS OF A COHESIVE TEAM

GREGG GREGORY, CSP
HDI TOP 25
THOUGHT LEADER

CONNECTING THE WORLD OF SERVICE & SUPPORT

HDI TOP 25 THOUGHT LEADER

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HDI 2018 CONFERENCE & EXPO THE FIVE DYSFUNCTIONS OF A TEAM

Inattention to RESULTS

Avoidance of ACCOUNTABILITY

Lack of COMMITMENT

Fear of CONFLICT

Absence of TRUST

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HDI 2018 CONFERENCE & EXPO SUCCESS BEGINS WITH...

DEFINITION OF TRUST:
One in which confidence is placed

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HDI 2018 CONFERENCE & EXPO MOVING FROM PREDICTIVE TRUST TO... CONSTRUCTIVE WORLD OF SKILLS SUPPORT




...VULNERABILITY TRUST

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HDI 2018 CONFERENCE & EXPO BUILD VULNERABILITY TRUST... CONSTRUCTIVE WORLD OF SKILLS SUPPORT

A PERSONAL HISTORY EXERCISE

Get team into groups of 5 – 10 max

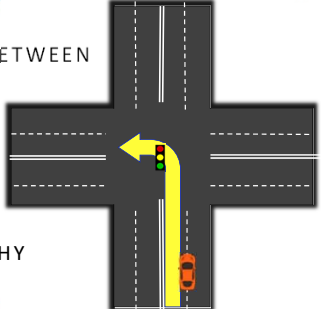


- Where did you grow up?
- How many siblings do you have and where do you fall in the birth order?
- What was an important or unique event (positive or negative) of your childhood?
- How did that impact your professional life?

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HDI 2018 CONFERENCE & EXPO HAVE CONFLICT AROUND IDEAS... CONSTRUCTIVE WORLD OF SKILLS SUPPORT

... IS THE DIFFERENCE BETWEEN



HEALTHY VS UNHEALTHY CONFLICT

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HDI 2018 CONFLICT - - HEALTHY VS UNHEALTHY CONNECTING THE WORLD OF SERVICE SUPPORT

Insulting Comments

Zero Conflict

To the right of, and as close to the center line as possible

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HDI 2018 COMMIT TO A UNIFIED MISSION CONNECTING THE WORLD OF SERVICE SUPPORT

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HDI 2018 "A RISING TIDE RAISES ALL SHIPS" CONNECTING THE WORLD OF SERVICE SUPPORT

John F. Kennedy

— BAY OF FUNDY —
HALLS HARBOR, NOVA SCOTIA

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HDI 2018 CONFERENCE & EXPO **HOLD EACH OTHER ACCOUNTABLE** CONSTRUCTING THE WORLD OF SERVICE SUPPORT


World Record
for the Outdoor
400 Meter Dash:

World Record
for the Outdoor
400 Meter Relay:



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HDI 2018 CONFERENCE & EXPO **HOLD EACH OTHER ACCOUNTABLE** CONSTRUCTING THE WORLD OF SERVICE SUPPORT



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HDI 2018 CONFERENCE & EXPO **2012 Olympic 400M Relay Results** CONSTRUCTING THE WORLD OF SERVICE SUPPORT

Country	Time	Time Behind
1. Jamaica	• 36.84	- -
2. USA	• 37.04	.20
3. Trinidad & Tobago	• 38.12	1.28
4. France	• 38.16	1.32
5. Japan	• 38.35	1.51
6. Netherlands	• 38.39	1.55
7. Australia	• 38.43	1.59
8. Canada	• Disqualified	

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CONNECTING THE WORLD OF SPECIAL SUPPORT

World Record for the Outdoor 400 Meter Dash: 43.03 Seconds Aug. 14, 2016 Wayde van Niekerk South Africa	World Record for the Outdoor 400 Meter Relay: 36.84 Seconds Aug. 11, 2012 Jamaica
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Even last place finisher Australia finished 4.6 Seconds faster




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HDI 2018 FOCUS ON TEAM BASED RESULTS
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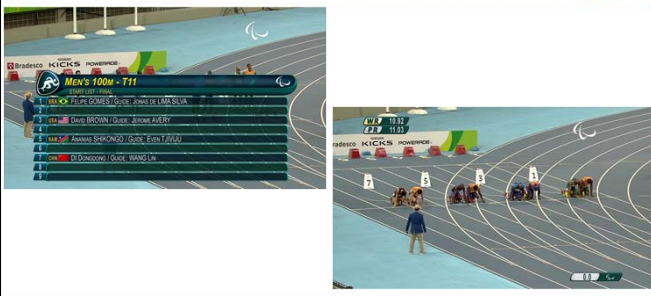
2016 Paralympic 100m Race



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HDI 2018 2016 PARALYMPIC 100M
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GREGG

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HDI 2018 CONFERENCE & EXPO Moving from Dysfunctional to Cohesive

CONNECTING THE WORLD OF SERVICE SUPPORT

- *FOCUS ON TEAM BASED RESULTS
- *HOLD EACH OTHER ACCOUNTABLE
- *COMMIT TO A UNIFIED MISSION
- *HAVE CONFLICT AROUND IDEAS
- *BUILD VULNERABILITY TRUST

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HDI 2018 CONFERENCE & EXPO QUESTIONS, PROBES & QUERIES - -

CONNECTING THE WORLD OF SERVICE SUPPORT

What Who Where When How Why ?

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Meet Michael Hingson & Roselle

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USA Today November 2, 2001



"We're a team." Michael says again and again.

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Thank you for attending this session.

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