



# How to Counsel the Team When Your Hands are Tied

Will Rapp



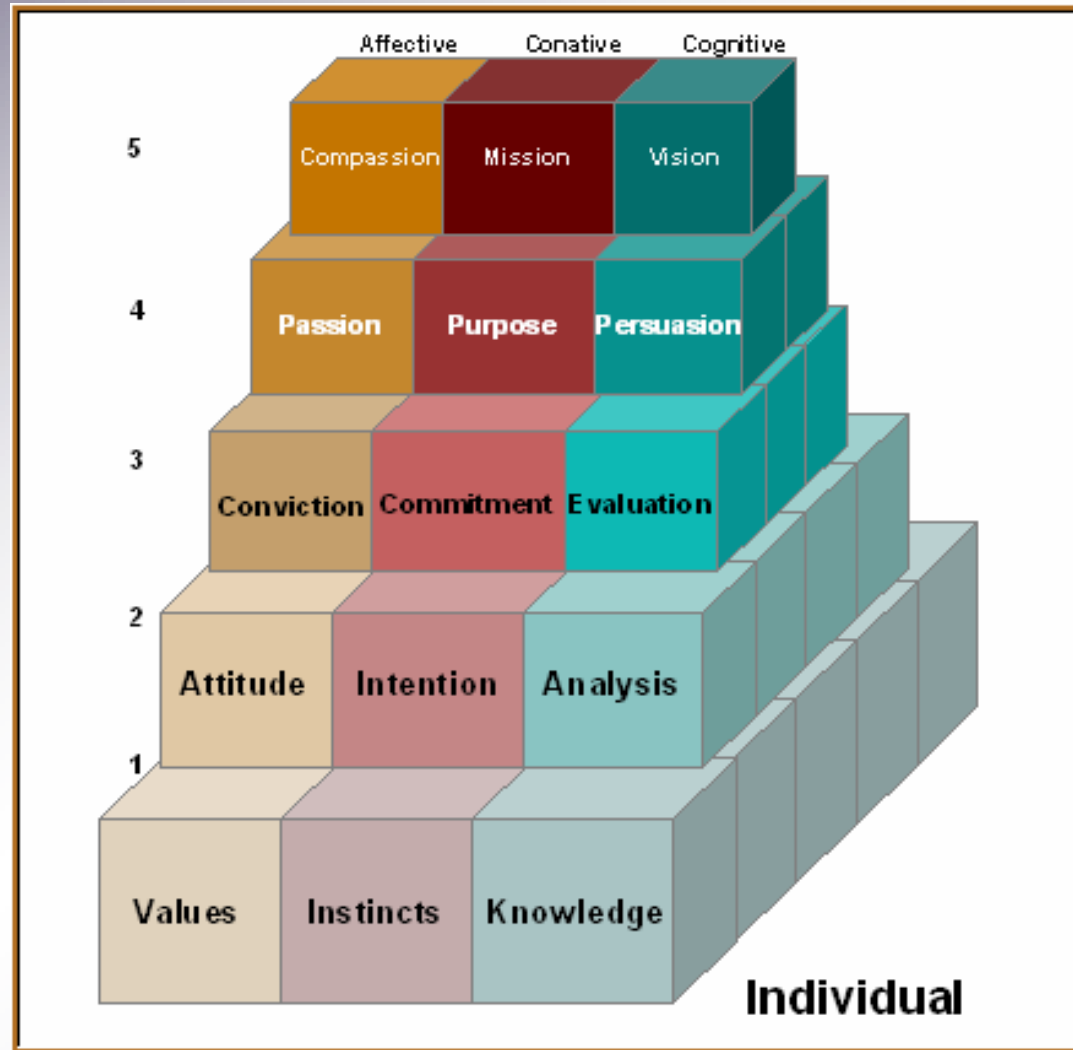
## Ask Yourself

Are they a team?

Is every team member operating at the 3 level or above on the Dynamynd™?



# Dynamynd™



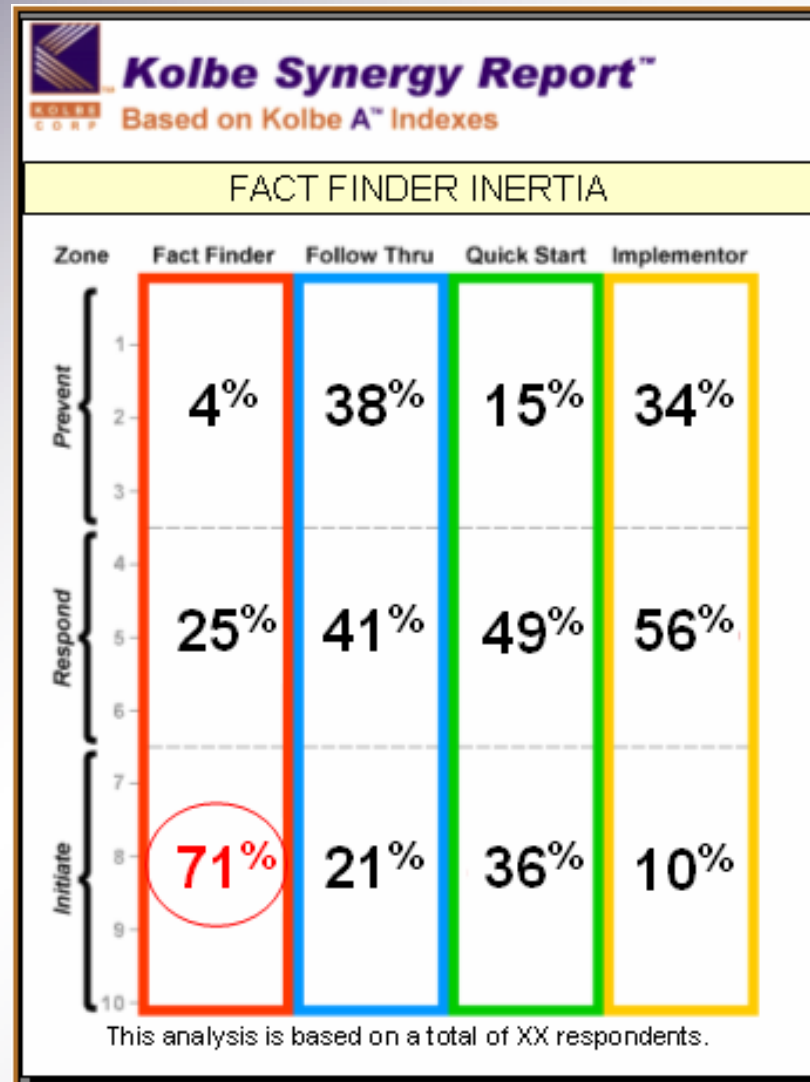


## 3 Issues in Team Coaching

- Reward Systems
- Meetings
- Communication



# Fact Finder Inertia



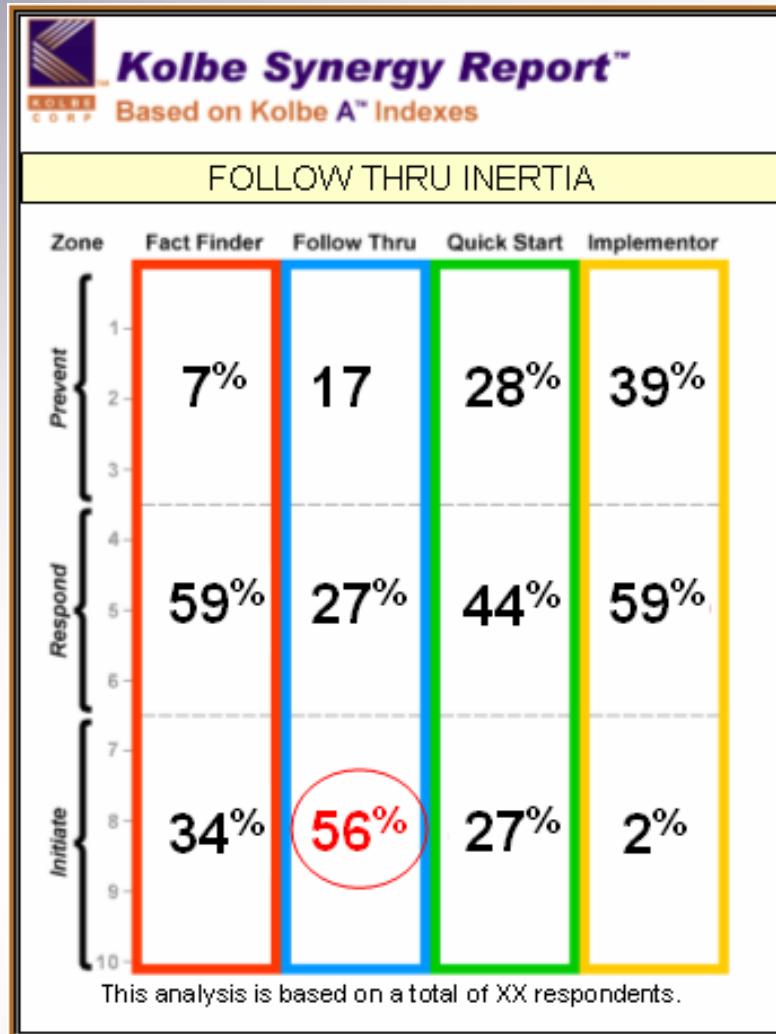


## Fact Finder Inertia - Initiation

- Non-Inertia Team Leader/Deputy
- Time Limits for Agenda Items
- Prioritize Discussion
- Limit for Making Decision
- Celebrate Milestones



# Follow Thru Inertia

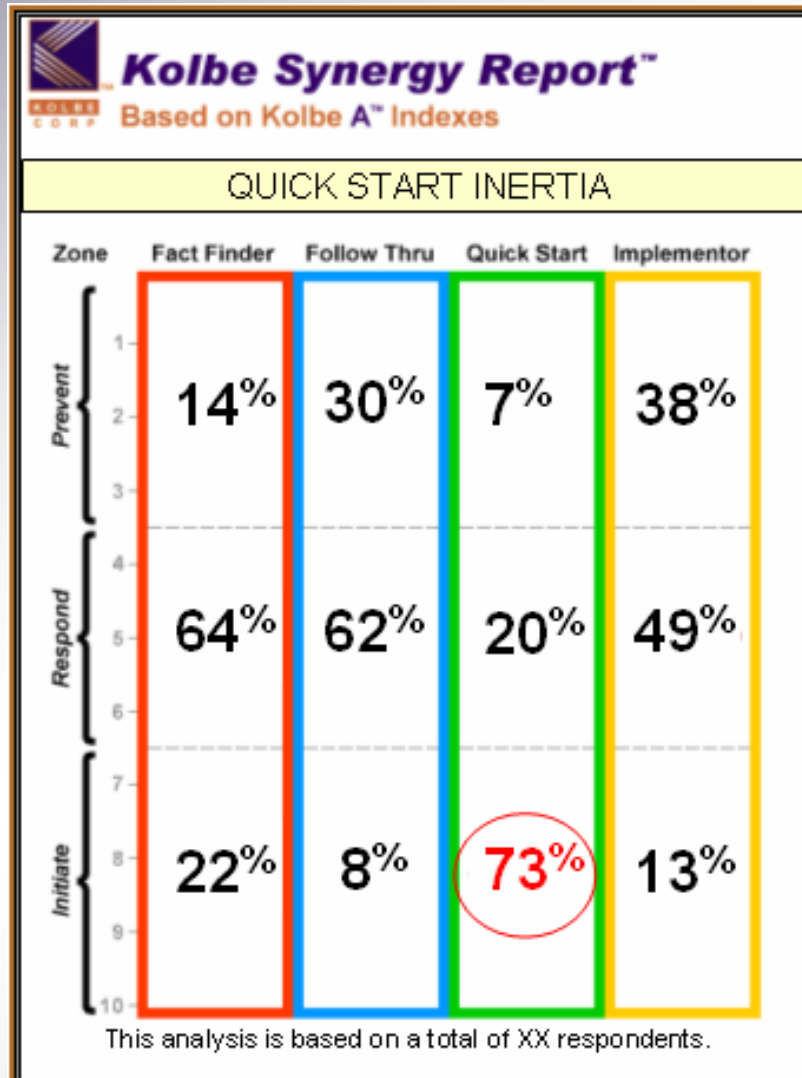




## Follow Thru Inertia - Initiation

- Non-Inertia Team Leader/Deputy
- Individual Contributors
- Meetings to Report Only
- Cognitive Approach to Impose Deadlines
- No New Systems

# Quick Start Inertia



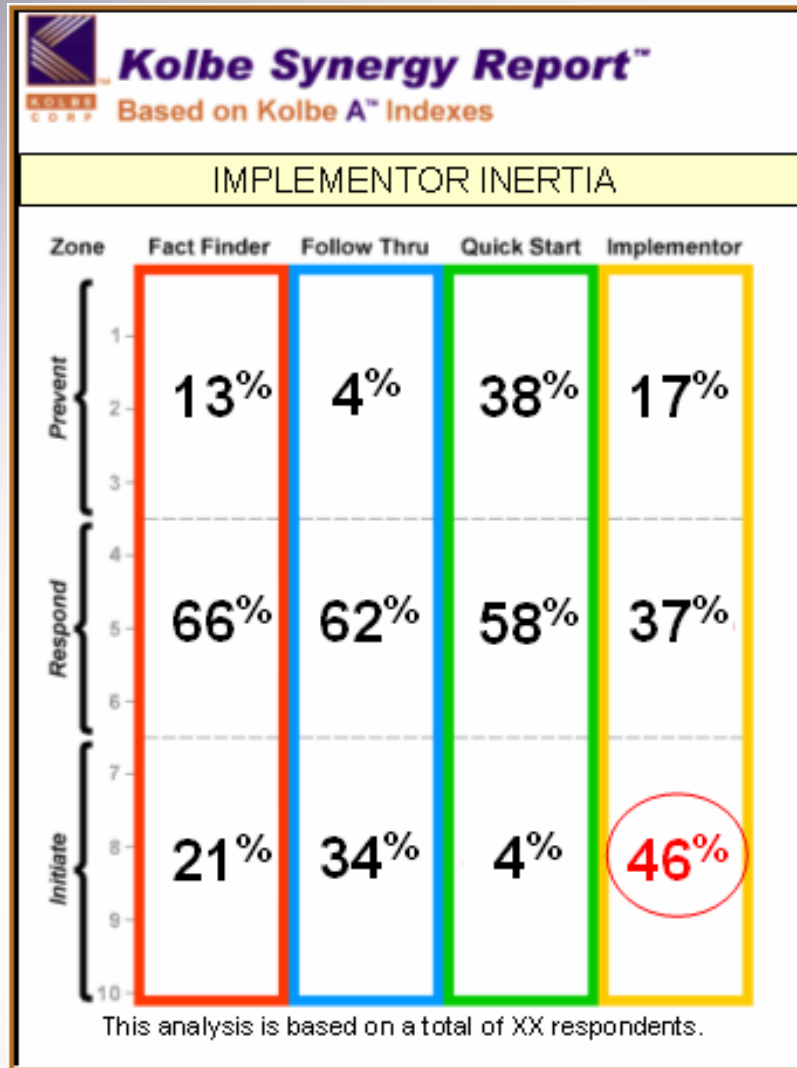


## Quick Start Inertia - Initiation

- Non-Inertia Team Leader/Deputy
- Use a Scribe for Meetings
- Get Cognitive
- Reward Continuity and Completion
- Affective Buy In – Challenge



# Implementor Inertia





# Implementor Inertia

- Non-Inertia Team Leader/Deputy
- Delegate Paper Work
- Use Computers to Demonstrate
- Personal Liaison to Interpret
- Shortcuts that Don't Sacrifice Quality



# Summary

- Support Leadership
- Value What is Different
- Confirm Buy In
- Strengthen Skills
- Accountability Outside Team
- Avoid Dynamynd Deadweight
- Accept the Hard Decision