

BIG RELATIONSHIP

- MUTUAL TRUST
- HONEST FEEDBACK
- OPENNESS
- SIMILAR IDEALS/VALUES
- STRATEGICALLY ALIGNED - SIMILAR FUTURE
- WILLING TO HELP
- TALK ABOUT THINGS OUT OF WORK
- DON'T TAKE EACH OTHER TOO SERIOUSLY
- SIMILAR PERSONALITIES
- KNOWING EACH OTHER - PERSONALLY
- COLLECTIVE POWER - HAGWASSING
- COMMON GOALS/GOOD
- SHARED EXPERIENCES/HISTORY
- WAR WOUNDS - ADVERSITY
- KNOW EACH OTHERS INTENT
- GOT EACH OTHERS BACK

PQ | IQ

[Pink sticky note]

[Yellow sticky note]

ANDY

SLAWN

PULL

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ANDY

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MARTIN

Jeanette

SQ

RULES FOR SAFETY

- NO JUDGEMENT - CURIOSITY
- CONFIDENTIALITY
- HONESTY
- CHALLENGE OK
- DON'T TRY TO FIX
- BE PREPARED TO HELP
- OPEN COMMS - TRANSPARENCY
- USE EACH OTHER'S EXPERIENCE
- NO EGOS

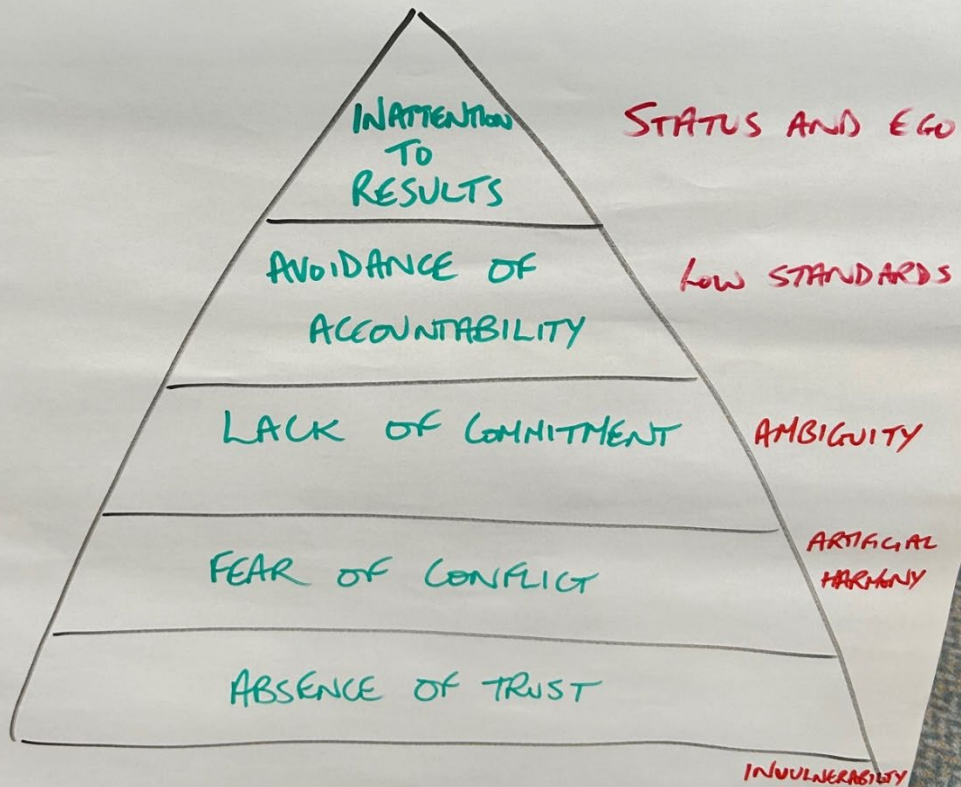
PTAL

- MIN. EFFORT
- COMFORT ZONE
- ACCEPTING STANDARD MIN. PERFORMANCE
- NO ASPIRATIONS
- LOOKING TO AVOID PROBLEMS
- LOW ENERGY
- BLINKERED
- HEAD IN SAND
- DISENGAGED
- NOT PLANNING FOR FUTURE
 - ABOUT TODAY
- KEEPING HEAD DOWN
- RISK AVERSE

PTW

- ENTHUSIASM
- CALCULATED RISKS
- ABOVE + BEYOND
- FOCUSED
- TODAY BETTER THAN Y. DAY
 - EMPOWERING OTHERS
- TEAM FOCUS
- CELEBRATE SUCCESS
- INNOVATING
- REVIEW, LEARN FROM IT
- BEING AHEAD OF PROBLEMS
 - PRE-MORTEMS
- BE THE BEST
- GOAL ORIENTATED

FIVE DYSFUNCTIONS OF A TEAM



WHAT DO WE NEED FROM NICK?

- IN-FLIGHT FEEDBACK - CONTINUOUS, IN THE MOMENT
- REGULAR 1-2-1s
- KEEP US LASER FOCUSED
- CONTINUE WITH FACE TIME
- COMMIT TO TIME IN STRATEGIC CUSTOMER MTGS
- CLEAR ON IDEAS v ASKS - CARE WITH POWER OF POSITION
- CLEAR ON WHO IS DOING WHAT - AVOID DUPLICATION
- KEEP BEING APPROACHABLE
- ATTEND OUR TEAM MTGS - ONCE A YEAR?
- REGULAR EUR MASTER UPDATE
- MANAGE THE GROUP FOR US - SHARE WHAT HAS BEEN TALKED ABOUT
- SAFEGUARD SPACE FOR KINDNESS / WELLBEING / PSYCHO SAFETY
- BE A COACH, NOT A JUDGE
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2008/12/12

SCALES OF AGREEMENT

