BALTIMORE DRUPALCON 2017

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Value-based team management Marina Paych **ADCI** Solutions



Value-based team management

Marina Paych ADCI Solutions



A few words about myself

Name: Marina Paych **Company:** ADCI Solutions **Occupation:** Organizational Development Place: Omsk, Russia (somewhere 5600 miles away) Passion: Ocean & processes building





My failure





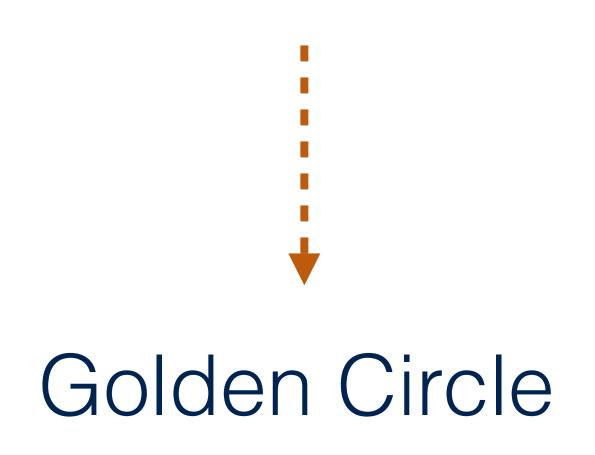


Team Development Stages



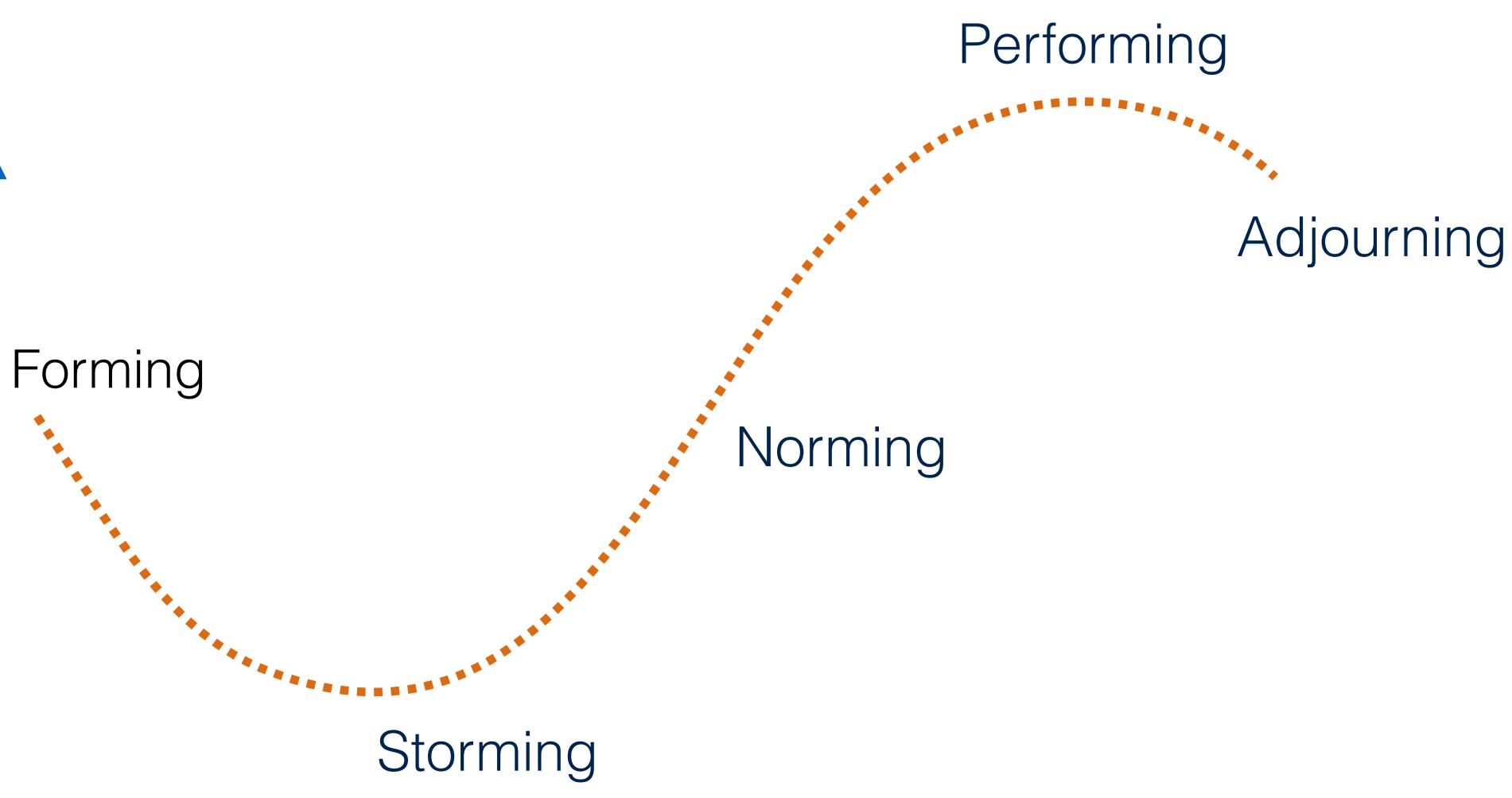
Agenda





Stages of Team Development Bruce Tuckman

Team effectiveness





Performance impact



Team

members are positive and polite

haven't fully understood what work clarify the goal of a project and individual responsibilities the team will do

excited about the task ahead

Forming

Leader



have personal talks of values



Team

push against the boundaries

- challenge your authority
- conflict with each other
- question the team's goal
- resist taking on tasks



Leader

remind the rules set before

reduce tension within the team

manage conflicts (*hot chair)

stay committed to the team's goal

Iead by example

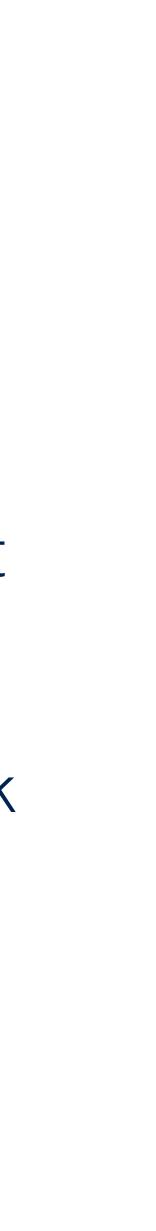
Team

- resolve their differences and appreciate colleagues' strengths
- respect your authority as a leader
- socialize together
- provide constructive feedback

Norming

Leader

- motivate team members with first results
- show that you are on a right track
- encourage them to move to the performing stage
- Prevent going back to storming









achieving the team's goal



Leader

delegate much of your work

 concentrate on developing team members





may experience difficulties

+ the future looks uncertain

Leader

 facilitate the values reinvention and experience reflection

help to keep in touch

High time to talk about values



Personal Values

A certain demand existing in the market



Fundamental beliefs that drive behavior

Personal Values

> Company Values

> > A way to keep integrity and fulfil the mission



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Fundamental beliefs that drive behavior

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Personal Values

Personal Values



Because people don't buy what you do, they buy why you do it.

— Simon Sinek







WHY HOW WH

Clarity of WHY Discipline of HOW Consistency of WHAT

Who of you knows your WHY?

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How to GROW?

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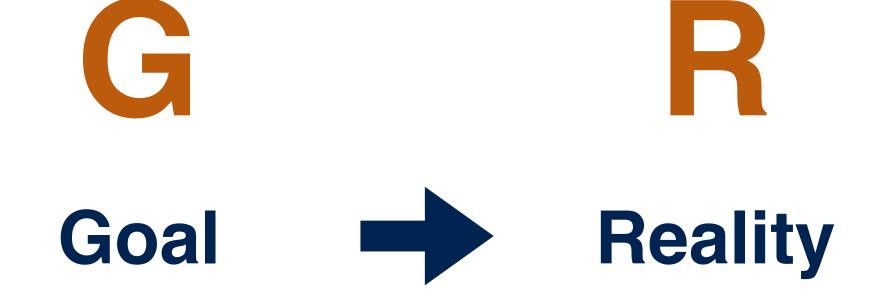
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GROW model



What do you want?

Where are you now?





What could you do?

What will you do?



Teaching vs. Coaching



Team Development Stages









Being a leader is hard (It is)

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Start being a leader today

See your company growing tomorrow

Marina Paych pr@adcillc.com

+7 (905) 943-59-06 facebook.com/marina.paych linkedin.com/in/paych



