

# My Coach 1-liners

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| 1. The goal of the Fierce Team Conversation is to deepen your understanding of and appreciation for differing, sometimes competing views of reality.  | <input type="checkbox"/> |
| 2. Look back at a recent Team conversation; were the real issues being discussed, or were things said just to be polite? Were all perspectives heard and considered? How might that team conversation be improved?  | <input type="checkbox"/> |
| 3. At Fierce, a beach ball is used as the analogy for the team conversation model. Each stripe on the beach ball represents the perspective of a different team member or department. Of course, it's important to understand what color your own stripe is, or what your perspective is. But more importantly, how can you get to know other people's stripes? | <input type="checkbox"/> |
| 4. Remember, as a leader you have a choice: to be right about your stripe, or to make the best decisions for your team and your organization.   | <input type="checkbox"/> |
| 5. It's very hard to collaborate when we go into a team meeting focused on being right or selling our perspective to the team. How are you showing up?  | <input type="checkbox"/> |
| 6. In consensus, everyone has to agree with the final decision made. In collaboration, everyone participates in the decision making by sharing ideas and thoughts, whether or not they are in alignment. Starting today, make your final decision with input and participation from your team members. Stay Fierce, one "Beach Ball" conversation at a time.    | <input type="checkbox"/> |
| 7. Identify a conversation you need to have or a decision you need to make that would benefit from multiple perspectives. Schedule a "Beach Ball" conversation today. What do you have to lose? Even more important, consider what you will gain.   | <input type="checkbox"/> |
| 8. Take a look at your calendar. What meetings already exist that are ripe for a beach ball conversation? Where can you invite more perspectives? Who might you invite?   | <input type="checkbox"/> |
| 9. How much time are you taking before your team conversations to clearly think through your issue and determine the input you would like from others? Schedule time in your calendar to complete the Beach Ball Preparation Form before you send out the meeting invitation.   | <input type="checkbox"/> |
| 10. What outcomes would you and your team enjoy if you committed to using the BBPF on a more consistent basis?  | <input type="checkbox"/> |
| 11. Whose perspective do you need to hear and how do you invite them into an upcoming Team Conversation? Select participants with competing perspectives, the devil's advocate, or people from different "silos" in your organization.  | <input type="checkbox"/> |

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12. While it can be tempting to invite people who share your thinking, the goal is to hear as many different perspectives as possible to make the best decision. So who might you NOT invite to a Team meeting? (Hint: Someone who sits on the same “stripe” as you, whose perspective is the same as yours).
  13. When honoring multiple perspectives in a team meeting, practice replacing the word “but” with “and”. It's hard to see others' perspectives when you're only focused on your own. Remember during your Beach Ball Conversations: This is true AND this is true AND this is true. Before your next team meeting, consider the following statement, “my goal as the leader in this conversation is to listen intently; ask probing questions, and learn about each person’s perspective.”
  14. You know you're having a Fierce Conversation when you are really asking and really listening. How are you doing?
  15. Recommendation: Appoint someone in your next team meeting to follow along with the beach ball model and help to keep you on track during the conversation. They can coach and contribute at the same time!
  16. During your Team Conversations ask probing questions, dig deep into each person’s comments or suggestions. No arguing and/or debating. Take this time to fully practice Principle #3, Be Here Prepared To Be Nowhere Else. Do not take notes— simply listen fiercely and ask questions to fully understand each person’s perspective.
  17. Step 1 is to “Thank everyone for coming.” For your next Beach Ball Conversation find the context in yourself that honestly believes you will make a better decision by including differing perspectives.
  18. Remember, as the lead of your Team Conversation; once you have stated your point of view, you go from presentation mode into curiosity mode...take this time to fully apply Principle #3: Be Here Prepared To Be Nowhere Else.
  19. In a Fierce Beach Ball Conversation, you invite people who likely have a different perspective from you. To honor those differing perspectives, dig deeper to more fully understand their thought process. “Please say more about that” or, “I see it differently, help me understand your thinking.” Use these questions and lean in, get curious! Who knows, you may provoke your own learning!
  20. What happens if you take the time to give your perspective in a meeting and then you never find out what the final outcome or decision is? It doesn't make you want to show up next time, does it? Who do you need to follow up with to share a decision you made or action you've taken after a recent Team Meeting? Make a commitment to talk with them...today!
  21. Would you say you have “silos” where you work? What problems does this create for you, your team, and the organization?

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- 22. We often compete for resources without a clear understanding of the overarching goals of the organization. Sometimes, even without a clear understanding of the goals of our own team. Fierce Team Conversations are about creating alignment and making the best possible decisions we can make. It is about having the meeting IN the meeting room with the right people at the table. Remember, Team Conversations are about deepening yours and others understanding of, and appreciation for, differing views of reality.
- 23. Which of the 7 Principles applies most to the Team model?
- 24. Remember to keep the 4 Objectives in mind during your Team conversation – Interrogate (multiple) Realities, Provoke Learning (especially my own), Tackle Tough Challenges, and Enrich Relationships
- 25. How is your Context showing up and impacting your team meetings? Are there pre-conceived ideas that are getting in the way?

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