

Lessons From Geese

- How we can become an even more effective team together, by learning the lessons from Geese.



Where are we now?

- **There are four stages in a team's development.**
 - **Forming**
 - **Storming**
 - **Norming**
 - **Performing**
- **What would happen if you formed a social club soccer team?**



Forming

- **Meet other members**
- **Seek information from them**
- **Get to know them**
- **Find out team's purpose**
- **Find your place in the team**



Storming

- “Carving a niche”
- Jostling for position
- Find a place that meets your needs
- Some conflict between competing needs
- Getting or avoiding control



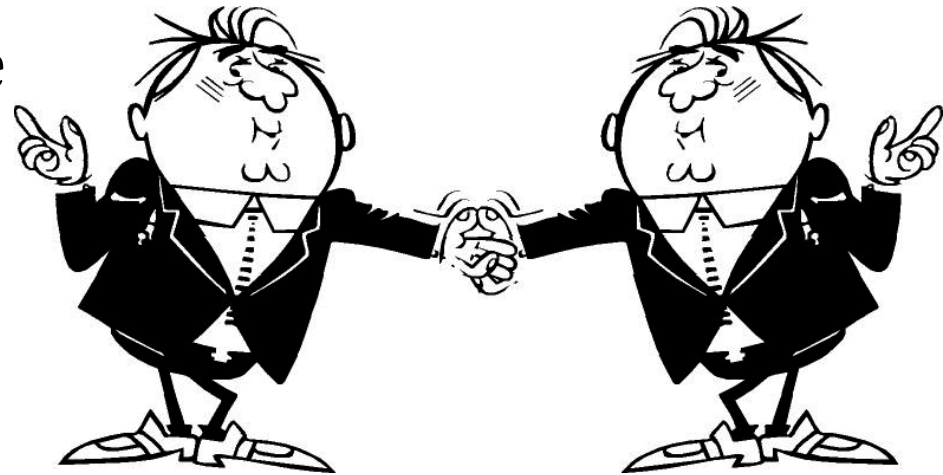
Norming

- **Boundaries known**
- **Agree standards for behaviour**
- **Set “norms” for performance**
- **Begin acting your role**
- **Start taking responsibility**



Performing

- Co-operating
- Working together
- The “norms” regulate behaviour
- Mutual support
- Achieving goals
- Communicating



Mourning

- **When teams disband or undergo major change**
- **“Grief”, becoming distant, unconnected**
- **Nostalgia**
- **Possible Personal dissatisfaction**
- **Needs ceremony**



Where are we now: Review

- Teams develop or evolve over time
- Forming
- Storming
- Norming
- Performing
- Where is our team now? What do we have to do?

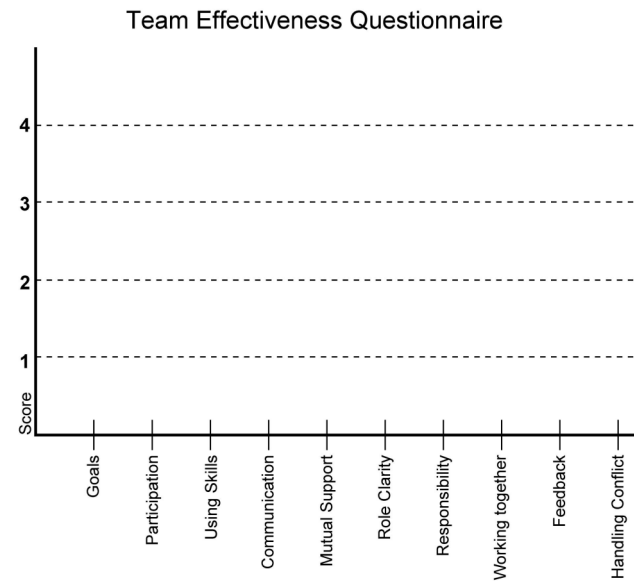


How effective is our Team?

- Understanding Goals
- Participation
- Using Each Others' Skills
- Communication
- Mutual Support
- Role Clarity
- Taking Responsibility
- Working Together
- Giving / Receiving Feedback
- Handling Conflict

Review: How Effective Are We?

- **10 Factors**
 - **Goals**
 - **Participation**
 - **Using Skills**
 - **Communication**
 - **Mutual Support**
 - **Role Clarity**
 - **Responsibility**
 - **Working together**
 - **Feedback**
 - **Handling Conflict**



How did we score?

Lessons from Geese

- **Canada Goose**
- **Found in far East
Russia, Alaska,
Canada, Northern
USA**
- **Migrate South for
winter**
- **Flocks of 200-300 in V
shape formation**



Flying in Formation

- 71% extra range
- Teams more powerful
- If we share a sense of team and trust each other then we'll get where we're going more easily



Staying with the flock

- If fall out of formation, lose speed and lift
- Stay with the flock
- Accept responsibility for giving and receiving help



Rotating the lead

- **When lead goose tires and drops back, another moves up**
- **Share the hard tasks**
- **Respect each other's skills and abilities**



Honking to encourage others

- **Honk to encourage those ahead to keep up speed**
- **Honking = productivity**
- **Good honking = more confidence**



Standing by each other

- When goose is sick and falls out of formation, two others fly down to help
- Stand by each other in bad times and good



Lessons from Geese & Team Effectiveness

- **Flying in formation**
 - **Goals & Role Clarity**
- **Staying with the flock**
 - **Participation & Taking Responsibility**
- **Rotating the lead**
 - **Using Skills & Working Together**
- **Honking to encourage others**
 - **Communication & Feedback**
- **Standing by each other**
 - **Mutual Support & Handling Conflict**

Lessons from Geese - Review

- Flying in formation
- Staying with the flock
- Rotating the lead
- Honking to encourage others
- Standing by each other
- What do we have to do?



Lessons from Geese

- Now it's up to you
- Thank-you for sharing in this programme
- Good Luck!

