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Issue-Oriented Strategy, Team-building, benefitting from Birkman Person Style Profiles



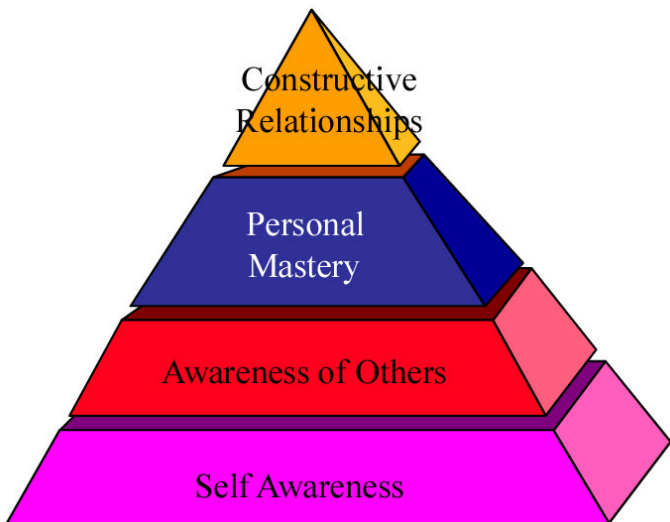
How to increase your probability of success

How to assess your personal style of behaviour, in what context you are most productive (and enjoying it), what causes you to act differently, what causes stress and what prescriptives.

The cost of a "bad apple" in a team is immense, overshadows talent of individual.

"Use technology as an excuse to build a management team" Mike Brown

Will rise or fall on your ability to find the right people, have them working together productively (and enjoyably) with a common focus.



Building Constructive Relationships

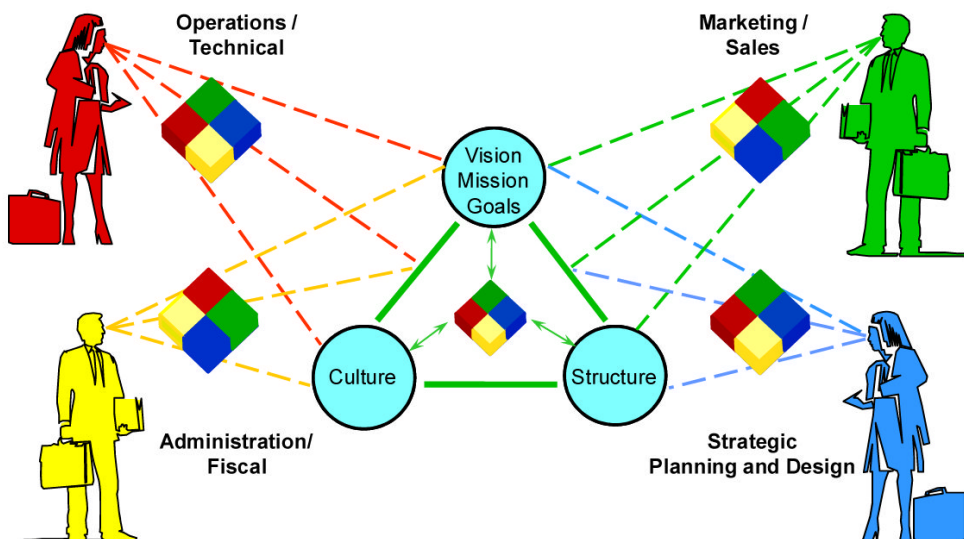
1st Character → 2nd Competency → 3rd Chemistry



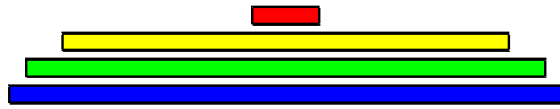
Lencioni: The Five Dysfunctions of a Team

Organisational Focus

- Problem-solving style
- Colour of glasses through which each see problems + opportunities
- Needs to be different from you



Using me, as an example:



Goodwin Organisational Focus Bars



A good complement to Goodwin

How we behave normally and productively, when comfortable cf under stress (unproductively). Depends upon our context, relationships.

3 myths:

- Everyone is like me.
- If we treat people the way they treat others, not necessarily meet their needs.
- We simply have to change our behaviour, overcome our weaknesses.

Some key patterns in a person's behaviour:

How we relate to individuals one-on-one

How we relate to people in groups

Structure in planning and organising

Authority

Approach to incentives

Activity or preferred pace of action

Change

Personal independence

Thought or reflection in decision-making

Issue ⇔ Person

Alone ⇔ Group

Flexibility ⇔ Structure

Suggest ⇔ Tell

We ⇔ Me

Mental ⇔ Physical

Focussed ⇔ Variety

Conventional ⇔ Independent

Decisive ⇔ Thorough Examination

All impacted by context, relationships = usual productive behaviour v unproductive stress behaviour.

There will be tensions in complementary personalities: can be strengths (prescriptives) or weaknesses

- How self aware are you of how you yourself are "wired"?
- How seasoned are you?
- How well do you read other people?
- And your key colleagues? How self-aware, seasoned, reading others?

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