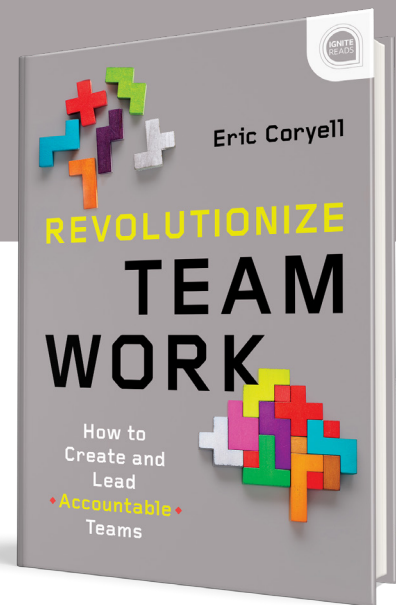




Spark Impact in Just One Hour

Value-Building Experiences by
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Guide for Creating Accountability

Revolutionize Teamwork
by Eric Coryell

Includes printable worksheet for meeting participants

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***Getting your team on track to being accountable
requires a change in thought and behavior.
It also takes time, work, and courage.
How do you start?***

Prior to your meeting, provide a copy of *Revolutionize Teamwork* to each meeting participant, and request the participants read the book and come prepared for discussion. The book will also serve as a learning tool and a future resource to reinforce training ideas.

Ask these thought-provoking questions prior to discussing the book:

1. What is the best team experience you have ever had? What made it so good?
2. What is the worse team experience you have ever had? What made it so bad?
3. How would you describe your current team?



Book Discussion Questions

Organizational Structure, Teams and Accountability

- How does work currently flow through your organization? What are the benefits of this arrangement? What are the problems?
- Who currently holds you accountable? Is this working?
- What changes have you noticed in the workplace as the speed of business has increased? What have you done to adapt?
- If you are a leader, do you have concerns about putting accountability into your team's hands? If so, what are they? If not, why not?
- If you are part of a team, do you have concerns about taking on accountability? If so, what are they? If not, why not?

The Three Types of Teams

- Have you worked in a non-functional team? What made it non-functional?
- Have you worked in a functional team? What made it functional?
- How does your current team react under high-stress situations?
- Does your team currently have a stated purpose? If so, what is it? If not, what can you do to change this?
- Do you know where to find metrics on whether or not your team is meeting their goals? If so, where? If not, what can you do to change this?
- Does your team have a shared fate? If so, how does this affect your performance? If not, how does this affect your performance?
- How does your team deal with "real issues"?



The Behaviors That Matter

- How do you react when someone on your team mentions an issue you are having?
- How do your team members react when you mention an issue they are having?
- Have you ever ignored an issue instead of dealing with it? What was the outcome?
- Have you ever talked behind someone's back instead of talking to them about the issue? What was the outcome?
- Have you ever tried to work through an issue with your team? What was the outcome?
- How much trust do you have in your team members? Why?
- Do you feel safe discussing issues with your team? If so, why? If not, what would need to change to make this possible?

Team Accountability and Decision-Making

- Does your team have a process they use for decision-making? If so, what is it? If not, discuss which model mentioned in the book (RACI, DRIVE or decision matrix; pgs. 69-74) would work best for your team.
- Who set the expectations for your team – your leader alone or the team and leader?
- Think about the expectations you believe have been set for your team:
 - Have everyone on your team write them down.
 - Share with your team to see whether or not your expectations match.
 - How close were they?If they were different, what can you do to realign everyone's expectations?



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Putting It All Together

- As a leader, what would be the worst-case scenario for you in giving up some control to your team?
- As a team member, how comfortable would you be in taking on more responsibility for decision-making? Why?
- As a leader, how can you start tying your team members' success together? (i.e. create a shared fate)
- As a team-member, how do you feel about having a shared fate with your team? Why?

WITH THESE TECHNIQUES AND EXERCISES, PREPARE TO BREAK DOWN BARRIERS AND REVOLUTIONIZE HOW YOUR TEAM FUNCTIONS!

Author Eric Coryell has developed a teamwork model that creates trust, success, and true accountability by redefining your team's model to be customer facing as opposed to reporting up. This model can help you create teams that are better able to make decisions and are motivated by group success. With specific examples of leadership techniques to avoid and exercises geared toward success, prepare to break down barriers and revolutionize how your team functions!

Contact us to learn more or tell us about how this Discussion Guide sparked impact for you and your team!

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