

A Guide for Leaders: *Pulling Together*, by John J. Murphy

Includes printable worksheet for meeting participants
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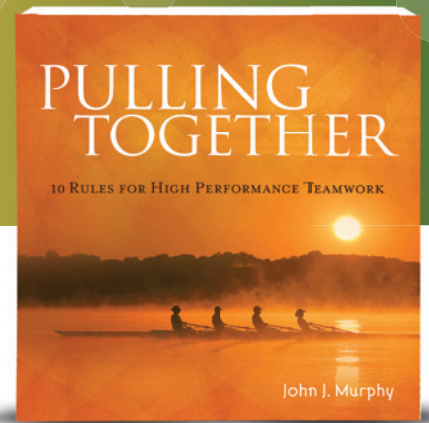
Movie Discussion Questions

Kick off your meeting by playing the *Pulling Together* movie. Before viewing the movie, ask thought provoking, open-ended questions to get attendees thinking and participating right from the beginning.

- First, have team members individually write down 3-4 characteristics of a strong team (i.e. What does a great team behave like?).
- Have team members individually write down 2-3 “rules” or “principles” to build this kind of team (i.e. What does it take to build a high performance team?).
- Capture all inputs on a flipchart and discuss. There will likely be many.
- View the movie (length 3m:10s).

After viewing the movie, it is important to discuss the lessons of the geese: team members have a common direction, offer encouragement, and share leadership.

- If you had to tell someone who had not seen the movie what characteristics geese demonstrate that make them a good example of a team, what would you tell them? What lessons can we learn from the geese?
- How do these compare to the characteristics and “rules” we listed before the film?
- Overall, where is our team modeling effective teamwork?
- Where are we coming up short?



Book Discussion Questions

Provide copies of *Pulling Together* to each meeting participant to serve as both a learning tool and a future resource to reinforce training ideas. Giving the book to participants prior to the meeting allows people to read the material and come prepared for discussion. Books given at the beginning of the meeting, allow for an interactive study of the material. *Printable worksheet provided for meeting participants.

1. In what ways do we demonstrate a “we-opic” vision at our company, or in our department? Why is this important?
2. Give an example of “groupthink” and explain why this is counterproductive to establishing a high-performance team?
3. How is “dependency syndrome” created, and how can we avoid it? Why is this important?
4. What are some examples of how can we give direction to another team member in a way that is empowering, rather than micro-managing? Why is this important in assessing performance?
5. A rich exchange of ideas depends on diversity and open communication. Why is this essential for a team? Give a specific example of a solution or action that was the direct result of team diversity.
6. When faced with solving a problem, which is more likely to produce the strongest result: thinking like a collective mind, or thinking with independent minds. Why? How is this different from groupthink?
7. It is important to demonstrate a commitment to excellence. Describe the ways that show we are committed to excellence. Where do we come up short and what can we do about it now?
8. How should we approach mistakes? Is there value to be gained from a mistake? Give an example.
9. What is the difference between independent thinking and interdependent thinking? How can we as individuals empower ourselves and learn to think interdependently? Give examples.
10. How is building high performance teamwork like cultivating a garden? What are the seeds that sow a healthy team? If we value high performance teamwork and results, what must we commit to upfront?
11. What is a weed, and how is a weed a barrier to healthy growth as a team?

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