

## “How to Be an Effective Team Player”

It's one thing to call a group of individuals a *team*. It's another thing for that group of individuals to actually **function** as a team. Without the right insights and tools, most teams fall apart under pressure. The nucleus dissolves and the people in the group quickly return to the blame everyone else, “got-to-do-it-myself if I want it done right” mentality that makes most people leery of teams to begin with.

There are no magic wands to zap away the inevitable growing pains that often come when different people are suddenly required to work together, trust each other and be responsible for achieving a shared goal. Unlike a marriage, we often don't get to choose our partners and team mates. Despite differences in generational experiences, education level, work ethic, outlook and common sense, great teams use their diversity as a core foundation to getting things done and making each work day a positive learning experience.

With so many personality styles, communication modalities and dysfunctions, people have to learn **how** to be an effective team player. They have to make a habit of leaving their personal problems and lackluster attitudes at the door. They have to take the time to listen instead of assume, and to practice assertiveness instead of aggressiveness. They have to learn to develop tact when sharing opinions and ideas, and learn NOT to take everything so personally. Effective team players have to know how to manage their individual egos, bite the bullet and simply follow the designated project leader or team captain.

The best team players are skilled at assuming multiple roles, stepping up to do whatever it takes to get the job done on time, on budget—without breaking the rules. They are autonomous and self-sufficient. While able to keep management in the know, effective team players don't require a supervisor to constantly hover over them or play the role of referee, parent or firefighter.

Effective team players have access to creative strategies that allow them to come up with innovative solutions to constant challenges. Since dealing with chaos is not an option for growing companies, great teams players learn to thrive on change and to leverage the strengths of each other to get things done. Collectively, great teams and their organizations understand that creativity and innovation drive growth. They develop systems to reinforce, reward and recognize those who exceed expectations.

If you're shaking your head in agreement, then **How to be an Effective Team Player** is a perfect fit for you and your organization. Throughout this exciting, day-long on-site training program, attendees will hear the same candid message and walk away with the insights, attitudes and skills necessary to make teams work.

By combining skill-building exercises, worst-case scenarios, hands-on coaching and real-world instruction, Brian Norris gives participants a virtual toolbox of ideas, strategies and techniques. They'll learn:

- ❖ The top myths of teams
- ❖ Real benefits of working together
- ❖ How to manage your attitude and control your emotions
- ❖ How to cope with the growing pains and various stages of team development
- ❖ How to be a good follower and support the project leader
- ❖ How to step up and speak up instead of complain, sabotage or do nothing
- ❖ How to adapt your personal style to connect with others
- ❖ How to keep egos in check
- ❖ Creative ways to deal with challenging people, projects and organizational limitations
- ❖ To leverage their own strengths and recognize the unique strengths of each team member
- ❖ How to be assertive, tactful and avoid passive aggressive behavior
- ❖ Listening, feedback, verbal strategies
- ❖ The most desired attributes and qualities of an effective team player
- ❖ How to become comfortable with change

Participants will leave excited about making the best of their current teams and holding themselves and each other to a higher standard of accountability. The cost for this program is around \$100 per person for a group of 35 attendees. Please call Brian at 414-899-1905 to discuss your objectives in greater detail. Or email [info@BrianNorris.com](mailto:info@BrianNorris.com).