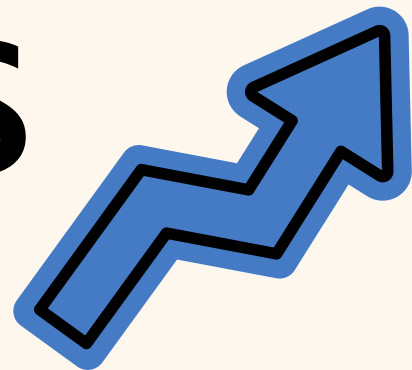




DEVELOP YOUR TEAMS

BY BUILDING ON
STRENGTHS



HELLO!



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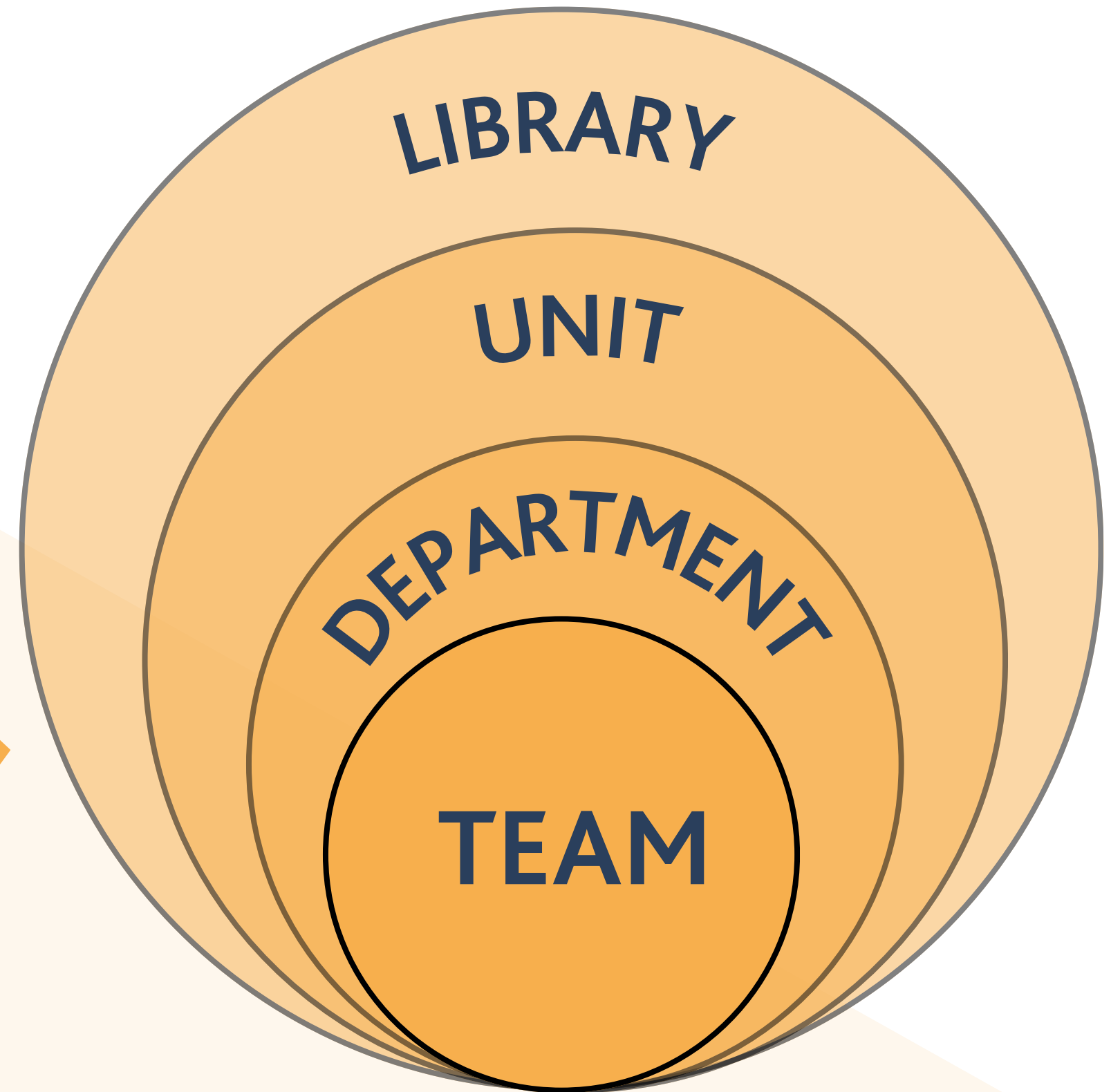
Today's Presentation

- Importance of Teams
- Team Development
- Working Culture
- Characteristics of the Best Teams
- How to Develop Great Teams
- Tools
- Benefits of Assessment
- Q&A
- Wrap up!



WHY ARE TEAMS IMPORTANT?

YOU GOT THIS!



TUCKMAN'S STAGES OF TEAM DEVELOPMENT

FORMING

- Meet and learn about each other
- Excitement
- Define goals

STORMING

- Conflict and polarization
- Question the goal
- Leadership struggles

NORMING

- Conflict resolved
- Come together and focus

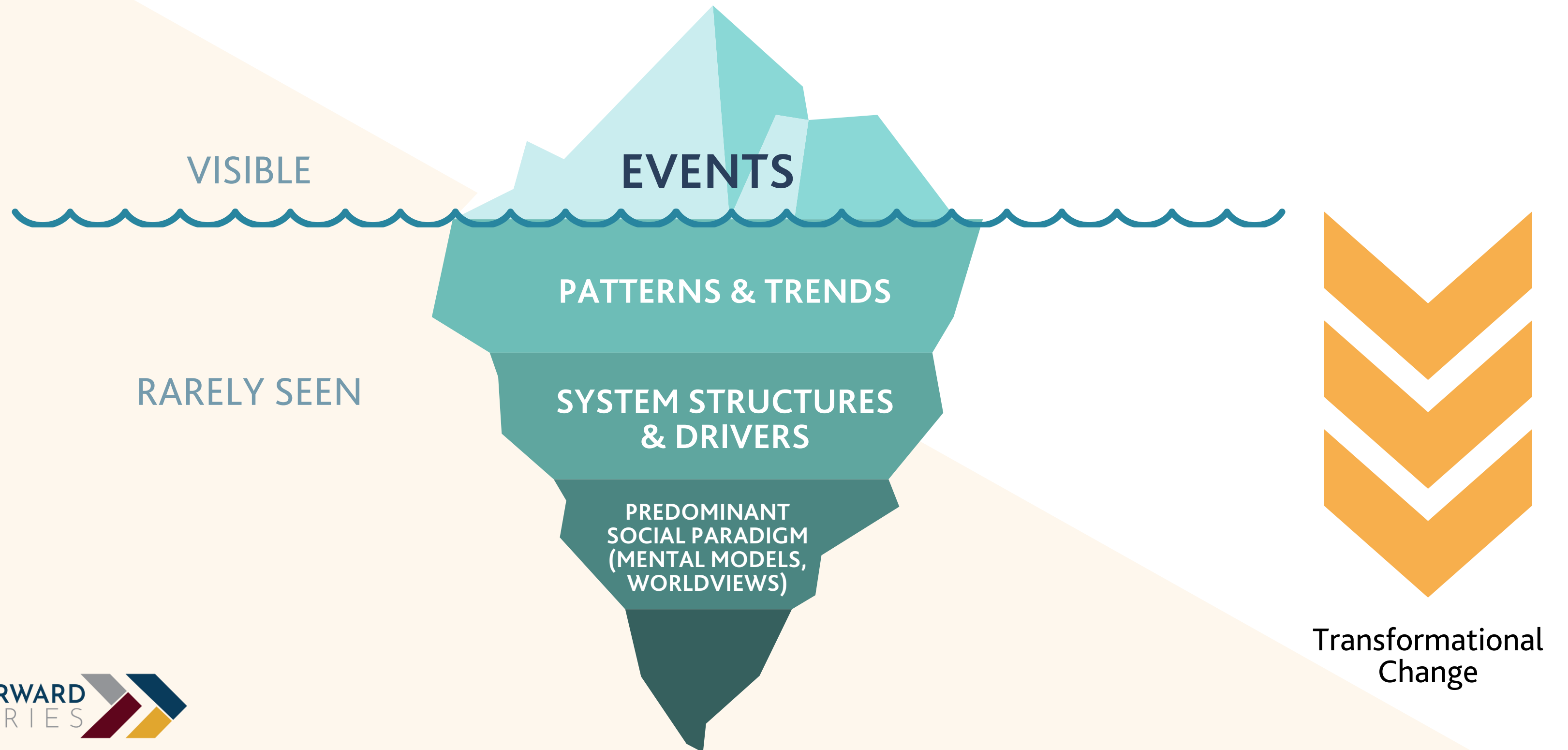
PERFORMING

- Team comfortable with each other
- High synergy
- High performance

ADJOURNING

- Sense of loss
- Celebration and recognition

WORK CULTURE & THE ICEBERG MODEL



MARCUS BUCKINGHAM ON TEAMS

People are 2.3 times more likely to be fully engaged if they feel like they are part of a team

- Being part of a team is a state of mind, not a place
- One-on-one check-ins with team leaders creates sense of belonging and allows for increase productivity
 - Ask about them!
 - Ask about their performance!
 - Listen!
- Even more important than culture!
- Formal and informal – long-term or ad hoc



THE BEST TEAMS...

- Focus on trust.
 - Understand what is expected
 - Use strengths every day at work
- Design teams for human attention.
 - Weekly check-ins matter
- Learn together.
 - This team, right now.
- Put team experience above team location.
 - Engagement is about who, not where.
- Make all work more like gig work.
 - “Home” team and “side hustle”



HOW?

Information Architecture

Need technology to manage and support teams.

Invest in Team Leaders

Trust and attention.
Create conditions for each team member to offer their best (individual and with the team).

Break the Org Chart

Work happens on teams — this can be messy!

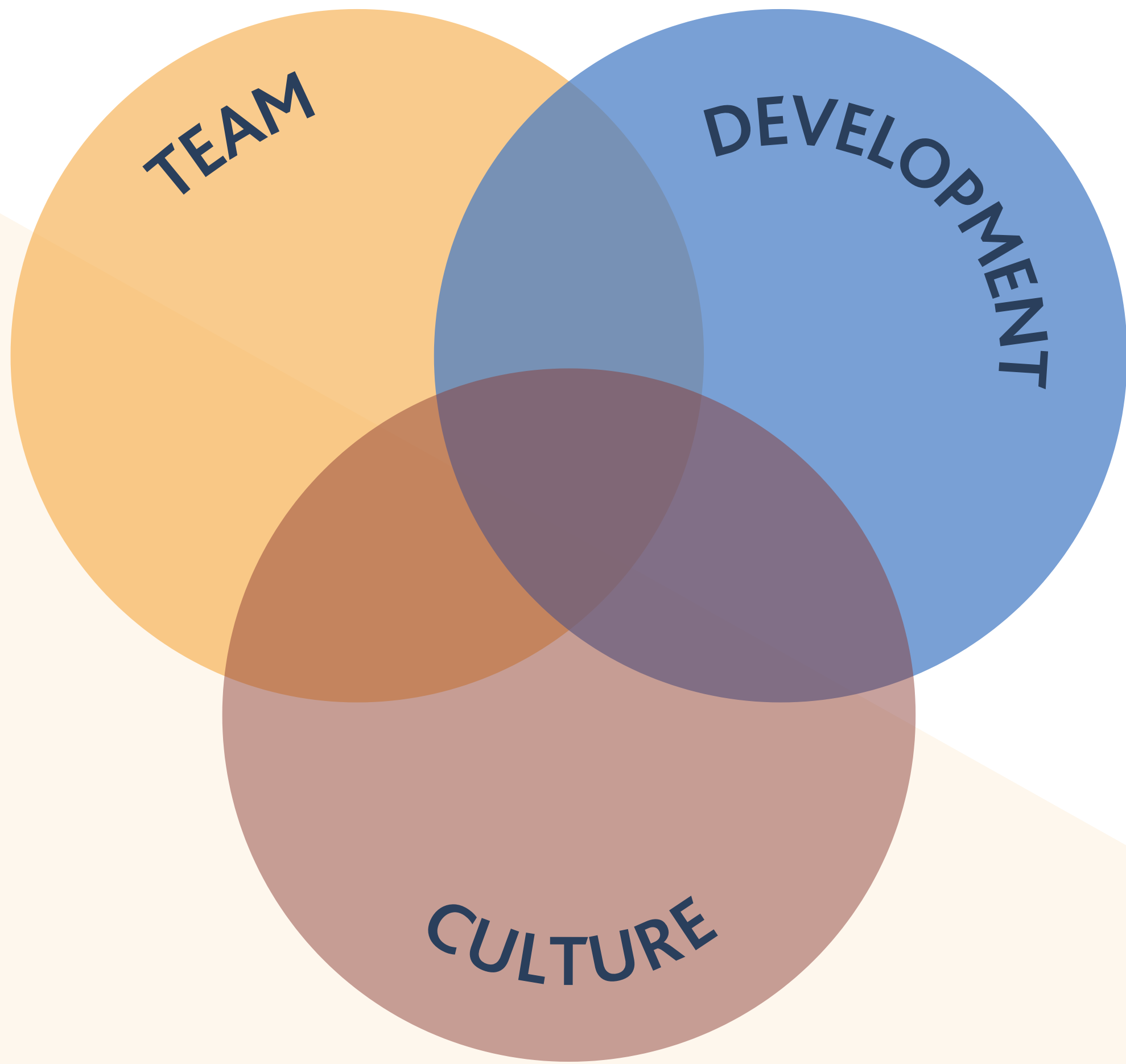
Focusing on Strengths

Allow each person's uniqueness to be useful — frequent use of strengths leads to high performance.

Use Teams as Building Blocks

High-functioning teams = high-functioning organization.





TOOLS FOR DEVELOPING STRONGER TEAM DYNAMICS

- Strengths Finder
- Working Genius



BENEFITS OF DOING AN ASSESSMENT

- Common Language
- Better understanding
- Focus
- Development



STRENGTHS FINDER

- Why?
- How it works.

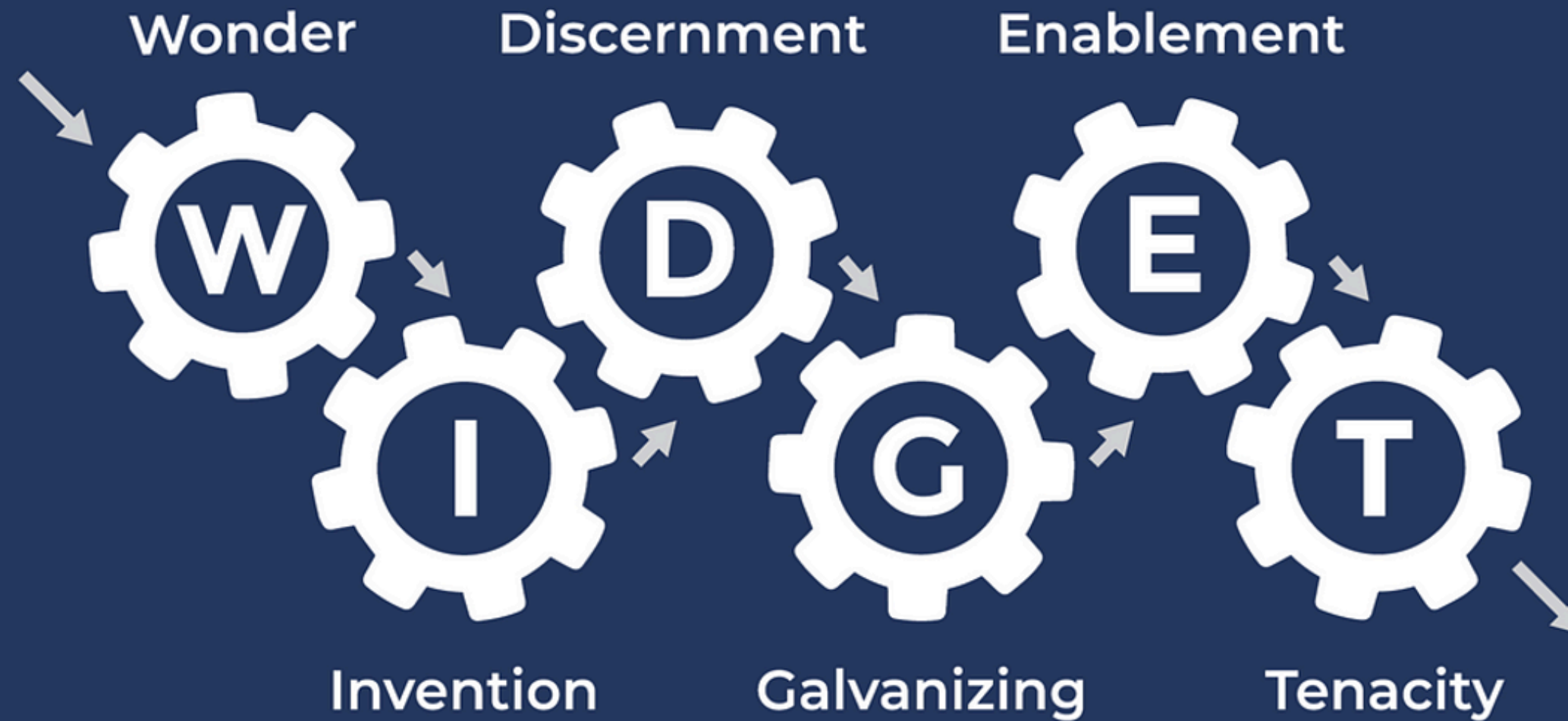


STRENGTHS-BASED ORGANIZATION

- Quarterly activities related to strengths



The 6 Types of Working Genius



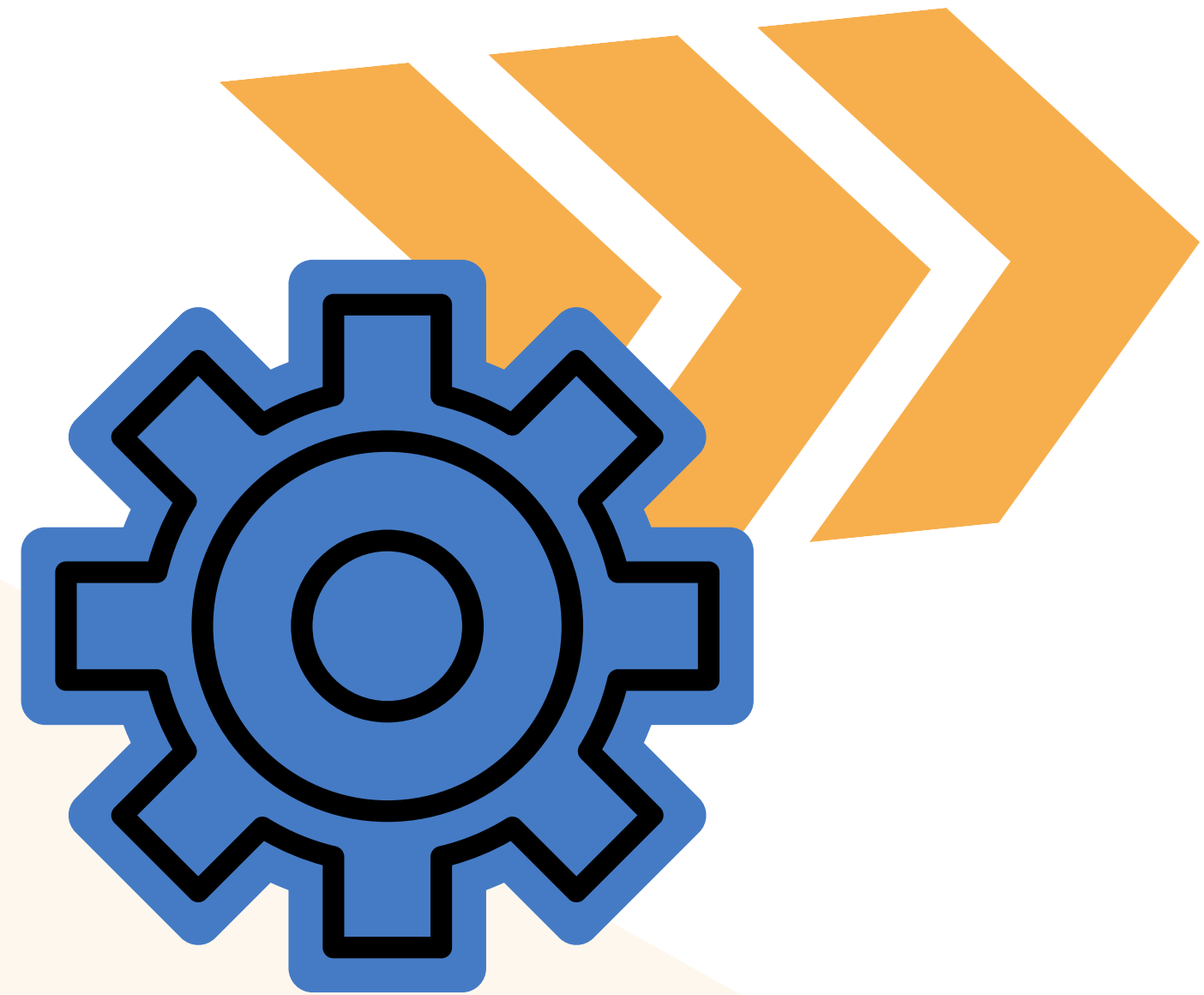
WORKING GENIUS IN ACTION

- How you might use it
- Reflections



OTHER IDEAS?

- Book/Article Club
- Speakers/Webinars
- Cohort
- Others?



QUESTIONS?

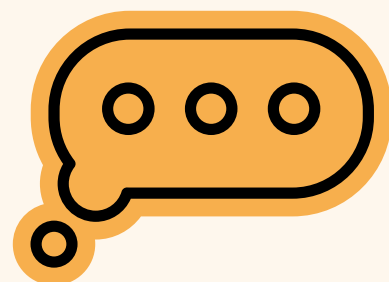




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LEARN

Gather the data you need to inform your plan.

WORKSHOP 2 | 12 - 2 PM CT, WED. NOV. 13, 2024

DREAM

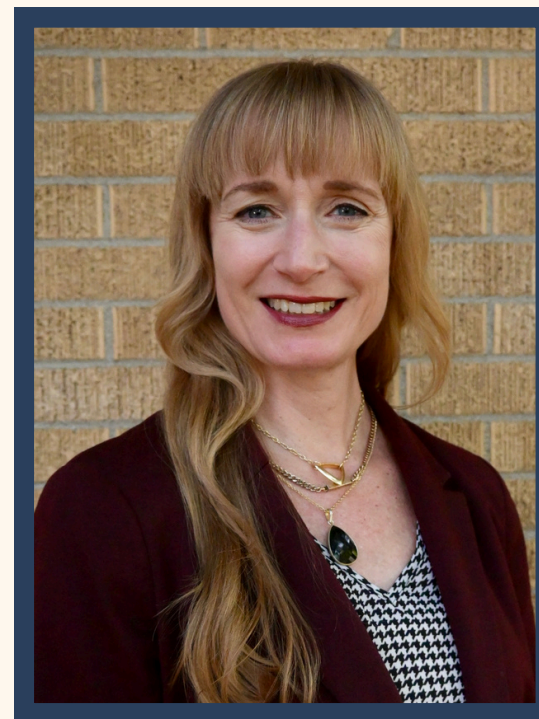
Design retreat sessions to collaboratively build your plan elements.

WORKSHOP 3 | 12 - 2 PM CT, WED. NOV. 20, 2024

DO

Create your plan and chart your implementation.

THANK YOU!



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