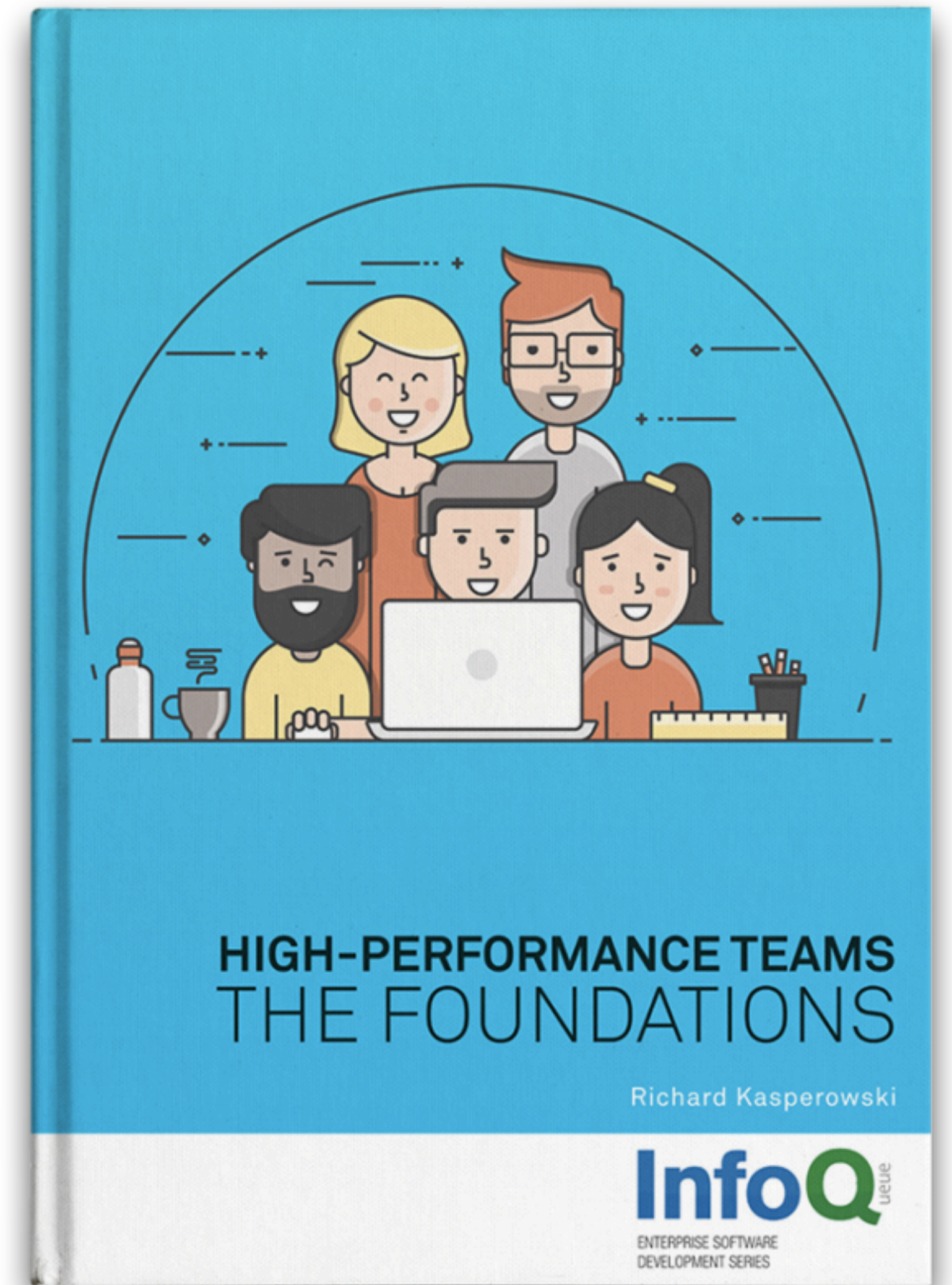


High-Performance Teams

Core Protocols for Psych Safety and EI

Richard Kasperowski | Certified Agile Team Building™



Richard Kasperowski

Certified Agile Team Building™

- High-Performance Team Building™
- Agile & Scrum Foundations
- Agile Product Owner Skills
- Agile Technical Skills
- Agile Team Building Trainer Certification

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What is the best team you were ever on?



The best team of your life in one word



A word cloud of various qualities and concepts. The words are arranged in a roughly circular pattern around the central word 'trust'. The colors of the words include yellow, orange, red, purple, and blue. The font sizes vary, with 'trust' being the largest and 'guess' being the smallest.

enlightening
inspiring
trust
guess
camaraderie
fun
flow
open
joyful
respect
enthusiasm
we are one



Do you want more of that?

- ✓ Science & research on high-performance teams
- ✓ Practical guide to the elements of great teams
- ✓ Practice a subset of Core Protocols
- ✓ Fun activities!



Science & Research

Practical Skills

High-Performance for Your Teams

Core Protocols for TEI & Psych Safety

The New York Times Magazine

THE WORK ISSUE: REIMAGINING THE OFFICE

01 How to Build Team

What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

By CHARLES DUHIGG
Illustrations by JAMES GRAHAM

FEB. 25, 2016

re:Work

SUBJECTS GUIDES CASE STUDIES BLOG

- 1 Psychological Safety**
Team members feel safe to take risks and be vulnerable in front of each other.
- 2 Dependability**
Team members get things done on time and meet Google's high bar for excellence.
- 3 Structure & Clarity**
Team members have clear roles, plans, and goals.
- 4**
- 5**

howard speaks column

Do Your Employees Feel Safe?

On my *Dentistry Uncensored* podcasts, I am constantly interviewing dental consultants, and the same thing keeps coming up. Dental employees don't feel safe.

these lab techs want to call up the doc and ask her to come down to the lab to work things out. They don't they? Because they are afraid you'll blame them, "You screwed up! Not me! I'll just go..."

Harvard Business Review

EMOTIONAL INTELLIGENCE

Building the Emotional Intelligence of Your Team

by Vanessa Urch Druskat and Steven D. Dyer

FROM THE MARCH 2001 ISSUE

THE CORE PROTOCOLS

A Guide to Greatness

Based on the work of Jim McCarthy and Michele McCarthy

By Richard Kasperowski



Science & Research

Practical Skills

High-Performance for Your Teams

HIGH-PERFORMANCE BUILDING BLOCKS

Error Handling

Productivity

Connection

Self-awareness

Freedom

Positive Bias

More information: thecoreprotocols.org

One Simple Activity

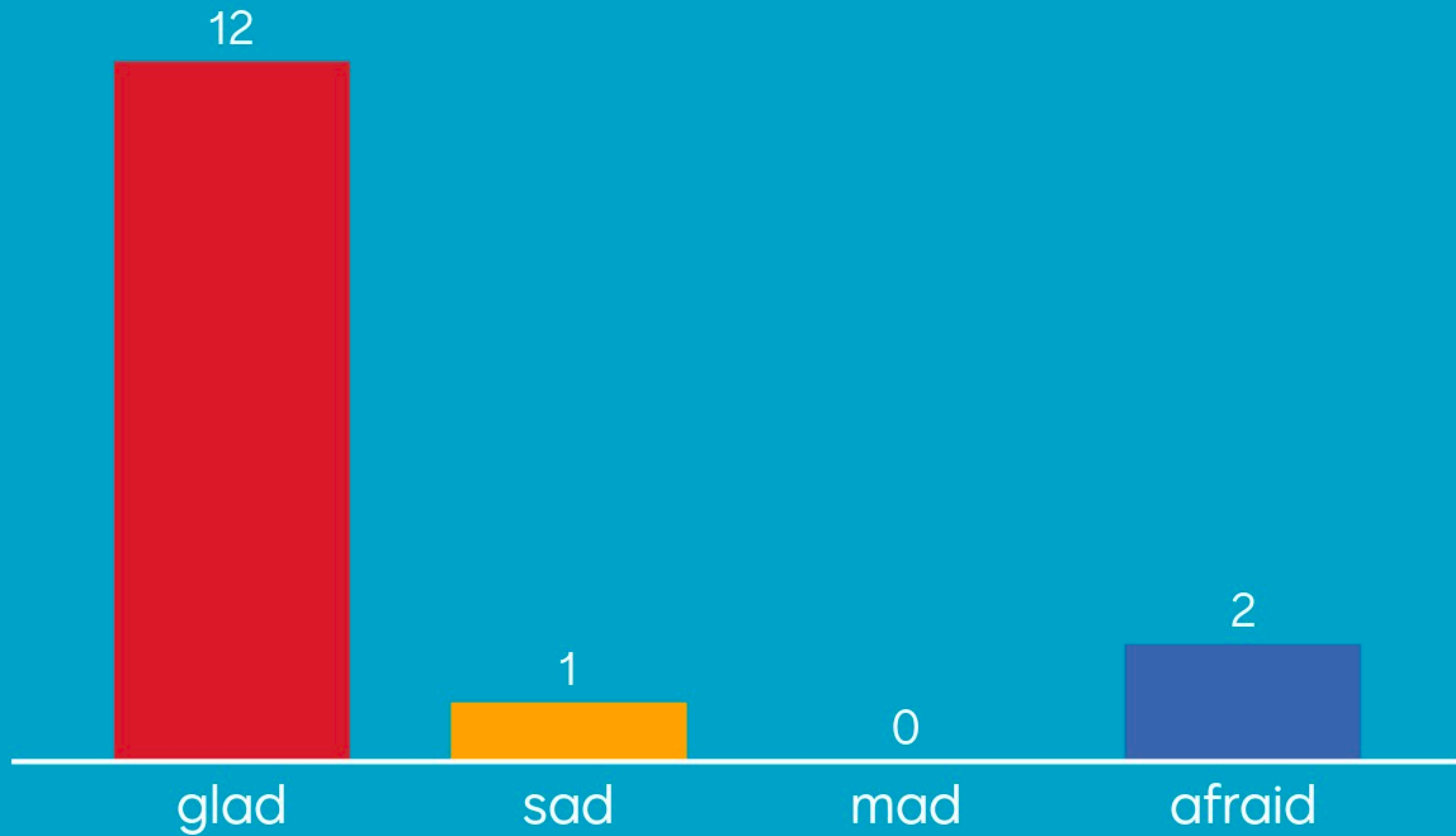


I feel _____ .

GLAD, SAD, MAD, AFRAID

Describe to yourself why you feel that way.

I feel _____.



Try it: Check In

SPEAKER SAYS,

1. "I feel [one or more of GLAD, SAD, MAD, AFRAID]."
2. Speaker may add a brief explanation.
3. (Or, instead of 1 and 2, speaker may say, "I pass.")
4. "I'm in."

LISTENERS RESPOND,

- "Welcome."

*Groups of 2, 3 minutes

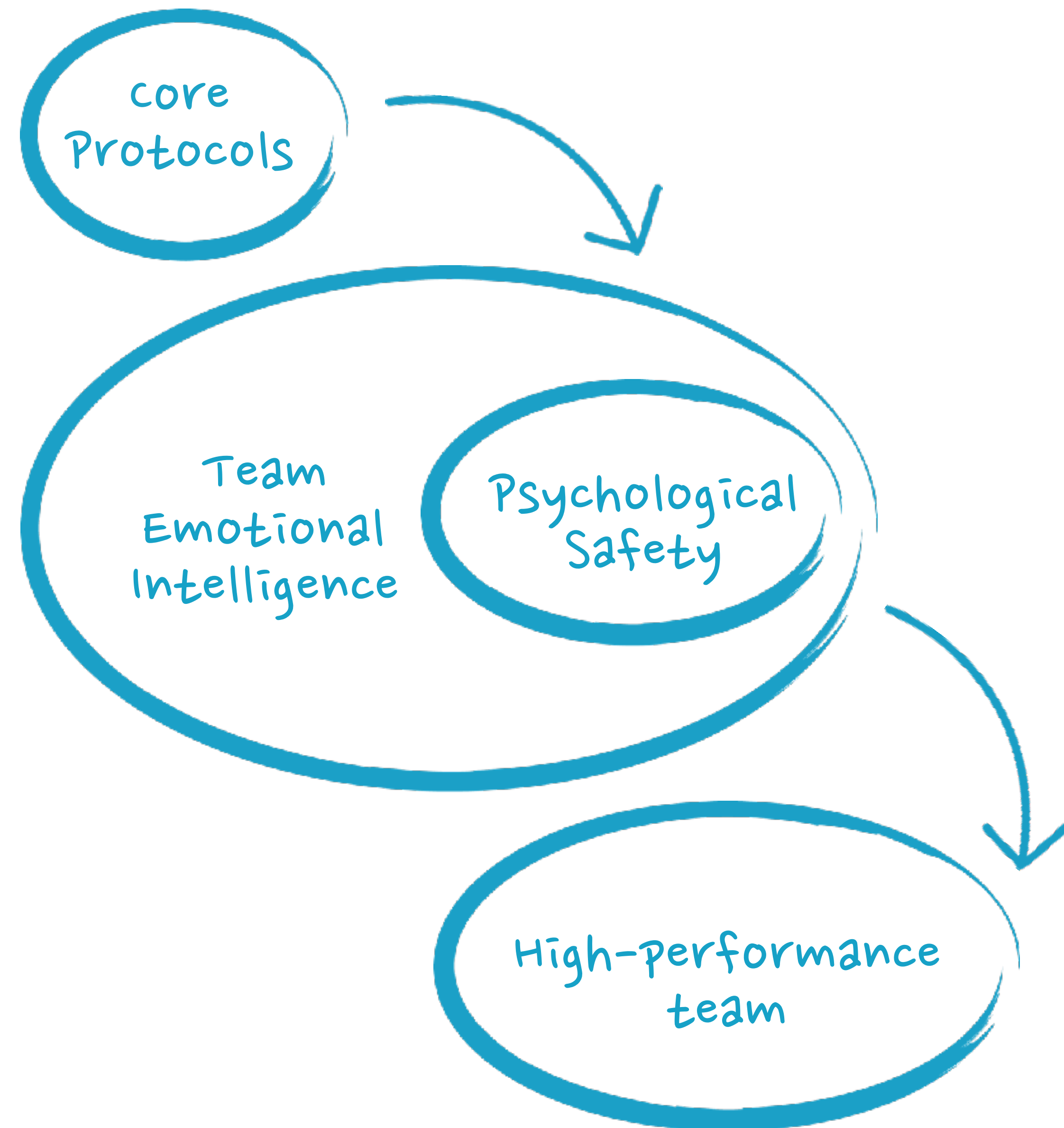
Love

Friendship

```
4 #
5 # Use this script to build and maintain an awesome team.
6 #
7 # Greatness Guild
8 # email    IAmIn@greatnessguild.org
9 # twitter  @greatnessguild #awesometeams
10 # web      www.greatnessguild.org
11
12 # Positive bias
13 export POSITIVE_BIAS=true
14
15 # Freedom
16 export PASS=optional
17 export CHECKOUT=optional
18
19 # Self-awareness
20 selfawareness = {}
21 until [[ selfawareness >= adequate ]]; do
22     selfawareness += `checkin --solo --any-emotion-word`
23     selfawareness += `checkin --solo --primary-emotions`
24     selfawareness += `checkin --together --primary-emotions`
25
26     selfawareness += `personalalignment --solo --any-want`
27     selfawareness += `personalalignment --solo --virtues`
28 done
29
30 # Connection
31 connection = {}
32 until [[ connection >= adequate ]]; do
33     connection += `personalalignment --with-investigate --together`
34 done
35
36 # Productivity
37 # Now that you have the foundation of a great team, try tools like
38 # Scrum and Open Space.
39 #
40 # Use protocols like Decider and Perfection Game to amplify team's
41 # efficiency and productivity.
42
43 # Error handling
44 if [[ `protocol-violation` || `corecommitments` == broken ]]; then
45     protocolcheck
```

Key take-aways

- ✓ The attributes and behaviors of high-performance teams are known and learnable.
- ✓ Core Protocols →
 - team emotional intelligence →
 - psychological safety →
 - high-performance team**
- ✓ Continuous teaming:
 - ✓ Turn up the good!
 - ✓ Team building is good.
 - ✓ Use Core Protocols to do team building all the time.



Science & Research

Practical Skills

High-Performance for Your Teams

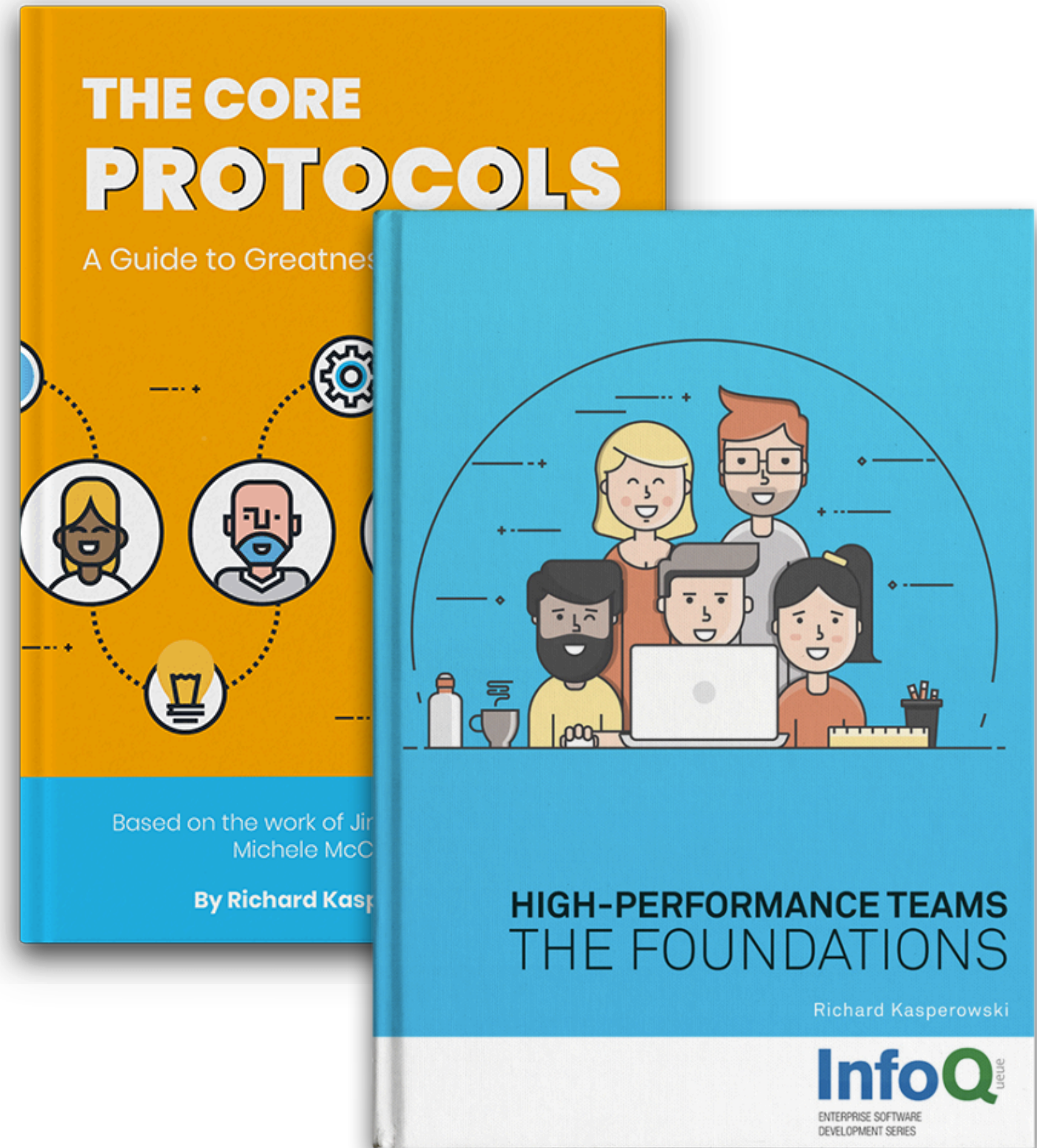
You can have high-
performance teams!

Here's how ...



To Learn More

- ✓ Visit kasperowski.com
- ✓ Ask Richard for help
- ✓ Visit thecoreprotocols.org



More learning and events

Want to learn and embody these behaviors?

- kasperowski.com
- Respond on feedback form to stay informed

Some of Richard's upcoming classes and events - all online:

- Aug 6 - Agile Dojo
- Aug 13 - Team Transformation Canvas
- Aug 24 - How to Teach Online
- Fall semester - Agile Software Development
@ Harvard University

... or book a private class for your organization.



Will you help me
make this presentation
the best it can be?

Perfection Game



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