

Lead as a Team

**Created By:
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ICEBREAKER-IMPROV

- Introduce yourself
- Describe your leadership mission... but use a food analogy to do so

The background of the image is a dark, textured black. It is covered with a repeating pattern of hand-drawn triangles. These triangles are drawn with a light grey or off-white color, giving them a sketchy, chalk-like appearance. The triangles vary in size and orientation, scattered across the entire frame. In the center of the image, the words "GENERAL TIPS" are written in a bold, white, sans-serif font. The text is slightly shadowed, making it stand out against the dark background.

GENERAL TIPS

DECA VALUES/ETHICS

What are values or ethics?

What do you value IN a leader? What do you value AS a leader?

Take 2 minutes to write it down

When have you gone against your values?

What do you think that looks like to those you lead?

It is important to have values to know what you stand for

Share in the chat!

HIGH PERFORMING TEAMS AND DUOS

Name a high performing duo/team!!

What made them that way?!

How can you be a high performing duo/team?

What will it take for you to do that?

SHARE OUT!



SUPPORT VS. CHALLENGE



- **Extreme support produces inflated opinions.** When all they receive is support they get inflated opinions of themselves
- **Extreme challenge produces deflated opinions.** They do not think enough of themselves

GIVE SUPPORT AND CHALLENGE

5 GEARS

What modes are appropriate for what scenarios?

5th Gear: Focus Mode (Task centered, fully focused)

4th Gear: Task Mode (Multitasking; working hard)

3rd Gear: Social Mode (Present with people)

2nd Gear: Connect Mode (With family and friends and without work)

1st Gear: Recharge Mode (Personal recharge, completely unplugged)

R: Responsive Mode (Backing up for apologizing)

TEAM DEVELOPMENT

TEAM DEVELOPMENT

1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning

FORMING

The forming stage is when teams are getting to know each other. Most interaction among the team members is social but the team should begin to form ground rules, roles, and responsibilities

WHAT DOES FORMING LOOK LIKE IN YOUR TEAM?



FORMING

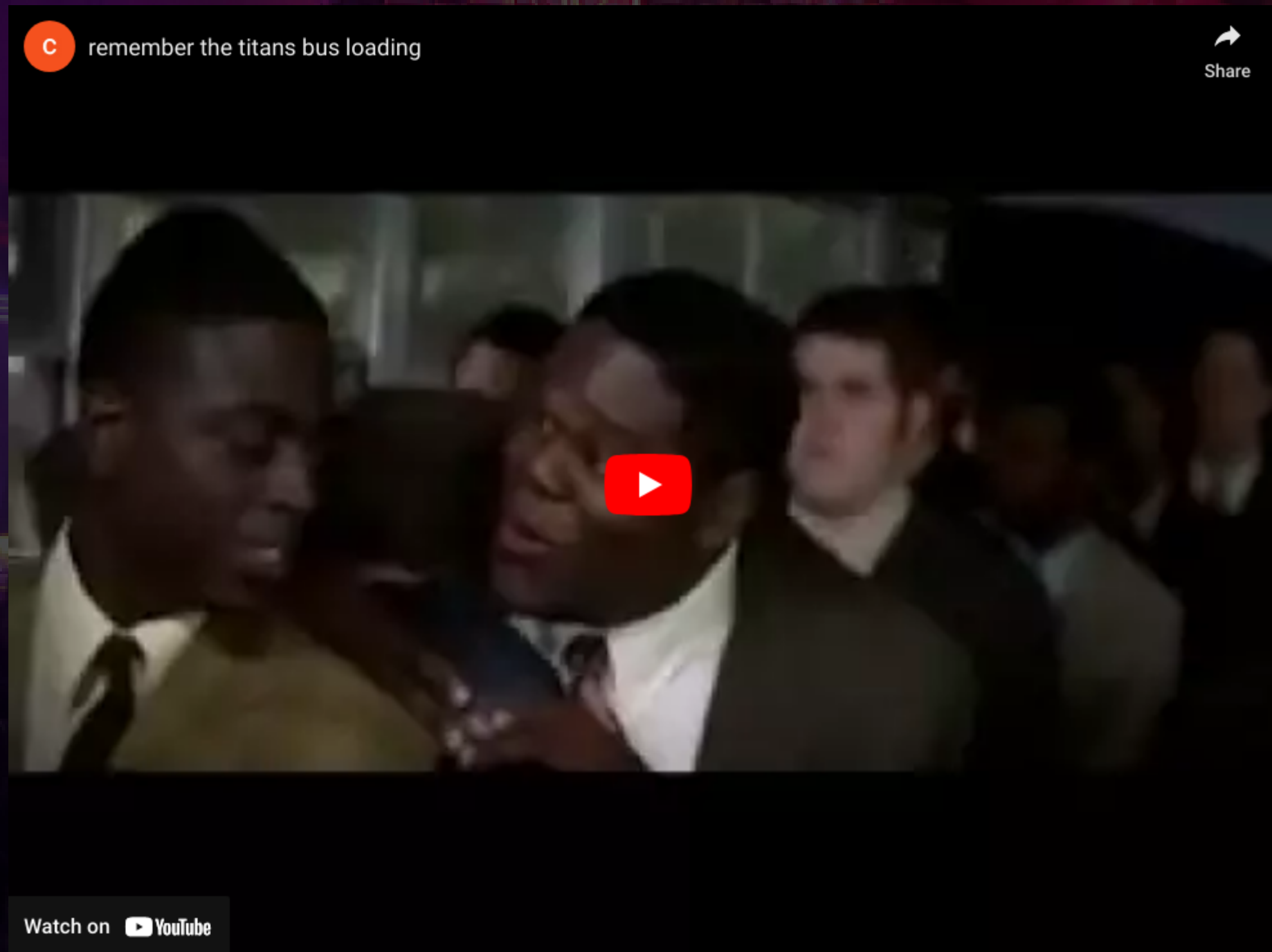
LEADERSHIP AT THIS STAGE:

- **Establish clear goals, vision and objective**
- **Establish procedures**
- **Use DECA Leadership Styles to learn about the strengths and weaknesses of the team**
- **Members try to determine how they will individually fit in**

STORMING

- **The storming stage is the most difficult and critical**
- **Conflicts begin to rise due to personality differences, different working styles, or clashes with a team leader**
- **All teams experience conflict and should work on resolving them to avoid long term problems or failure**
- **Some teams try to avoid the conflict stage, but this is productive and many inhibit the success of the team.**

WHAT DOES STORMING LOOK LIKE IN YOUR TEAM?



STORMING

LEADERSHIP AT THIS STAGE:

- **Build relationships**
- **Solve problems**
- **Clarify roles, responsibilities, and procedures**

NORMING


- **Team members appreciate each other's strengths and are productive**
- **Teams develop a stronger commitment to their goals and work cohesively together to achieve their outcomes**
- **Teams can go back and forth between storming and norming as new tasks arise.**

WHAT DOES NORMING LOOK LIKE IN YOUR TEAM?

j Remember the Titans Gettysburg

Share



Watch on  YouTube



WASHINGTON
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NORMING

LEADERSHIP AT THIS STAGE:

- **Clearer understanding of each team members' connection on the team**
- **Trust emerges and responsibilities begin to be shared**
- **Stronger team building**

PERFORMING

- Where all team members are confident and are working cohesively to achieve their goals
- Problems and conflicts still emerge but teams use problem solving skills they acquired from the storming stage to resolve them and function efficiently
- Some teams never reach the performing stage because they cannot overcome their conflict.

PERFORMING

LEADERSHIP AT THIS STAGE:

- Focus on performance and results
- Delegate tasks
- Productivity is maximized If conflicts arise, they are addressed and resolved according to ground rules

ADJOURNING

In the adjourning stage, most of the team goals have been met and they are wrapping up final tasks.

WHAT DOES ADJOURNING LOOK LIKE IN YOUR TEAM?




ADJOURNING

LEADERSHIP AT THIS STAGE:

- **Reflect on performance and results**
- **Celebrate success**
- **Prepare for succession**
- **Continue relationships as Alumni**

STAGES OF TEAM DEVELOPMENT

**There are no shortcuts to becoming a
high performing team!**

A woman in a yellow blazer is speaking into a microphone to a large crowd of students. The students are looking towards her, some holding up their phones. The scene is dimly lit, with the woman and the text being the primary focus.

**WHAT STAGE IS YOUR TEAM IS IN
AND WHY?**

DECA DASHBOARD

DECA DASHBOARD

Duty

Exceptional

Champion

Actual

DUTY

- **Baseline expectation**
- **Minimal acceptable level of success**
- **Relatively easy to accomplish**
- **Start with the final metric from last year**

EXCEPTIONAL

Can be achieved if Association is:

- **Organized**
- **Committed**
- **Well Trained**

CHAMPION

- **Highest level of success**
- **Aspirational goals**
- **Achievable but challenging**
- **Takes extraordinary leadership**

ACTUAL

- **Where you actually stand**
- **Day-to-day indicator**
- **Should be updated regularly**

DECA GOALS

Take five minutes to write down your own goals with metrics, plan to achieve them, and a timeline

How do you present those goals to your team?

CIRCLES OF INFLUENCE

CIRCLES OF INFLUENCE

- The different circles that you have an impact on.
- The best way to make an impact is to multiply, and to bring us to 100% health, which is why the circle starts from yourself
- Be consistent with your style of leadership and strive to be a liberator, not a dominator.
- The circles of influence tool is all about being intentional in your circles.



SELF



- Ask yourself the following: Who are you to yourself? Do you dominate yourself? Do you protect or abdicate? Or do you tend to liberate yourself?
- For some of you, overcoming the negative is the biggest barrier to climbing the mountain
- For some of you it is time to increase the challenge as you have been giving yourself too much support.

FAMILY



- Family, in whatever form that is to you, is vital in all our lives. The reason it is so important is that those closest to us can either help us become more effective or they can distract us from becoming our best
- What is your tendency with each member of your family? Do you treat them differently?

TEAM



- Teams must be led by people who can properly support and challenge their people to perform at higher levels.
- A good leader balances support with challenge; the difference between supporting someone and doing it for him or her

ORGANIZATION



- If team leaders are deliberate in the way they lead, then they will receive the results of great teams, healthy groups of people fighting for the highest possible good of one another.
- It is important to understand that the strength of a team—and thus, the organization—lies in the strength of team leaders leading well in their subculture.

COMMUNITY



- The community circle consists of communities inside neighborhoods, associations, churches, book clubs, and groups of all different shapes and sizes.
- To each of us, community can mean different things. It is important to realize the impact that each of you have or could have within your communities, whether through a nonprofit, neighborhood, or school association or a church or different group

2020-2021
STATE
OFFICER
TEAM

THANK YOU! ANY QUESTIONS?