

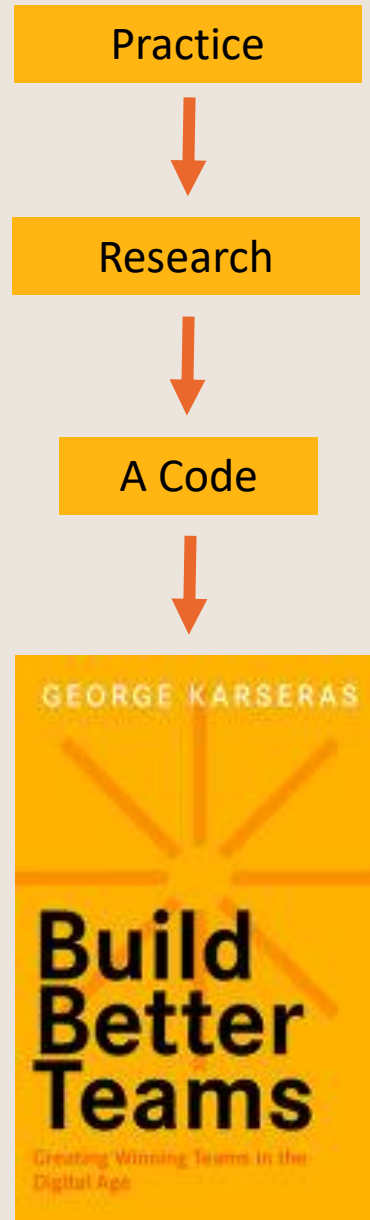
# TEAM UP

## Teams and Relationships

George Karseras  
[www.Team-Up.company](http://www.Team-Up.company)

---

## A bit of background



# Teaming has never been so tough nor so important

Virtual Working  
Isolation



Mounting Regulations



Teams Under Pressure



Digitalisation Turbulance



Worsening Mental Health



Individualism on the  
Charge



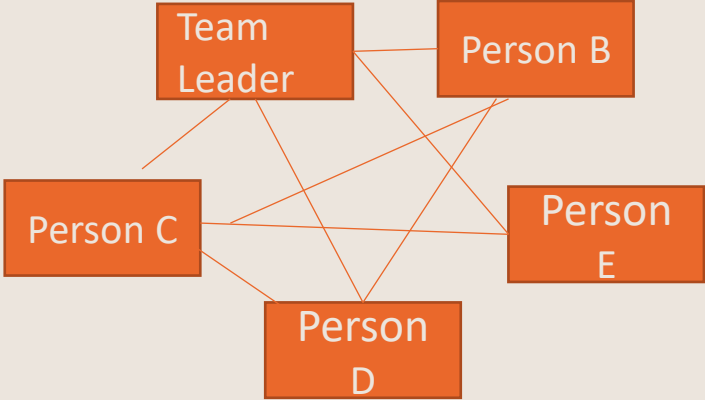
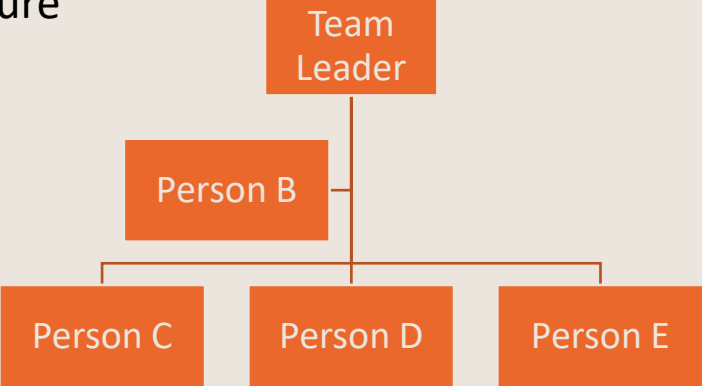
Complexity from Diversity



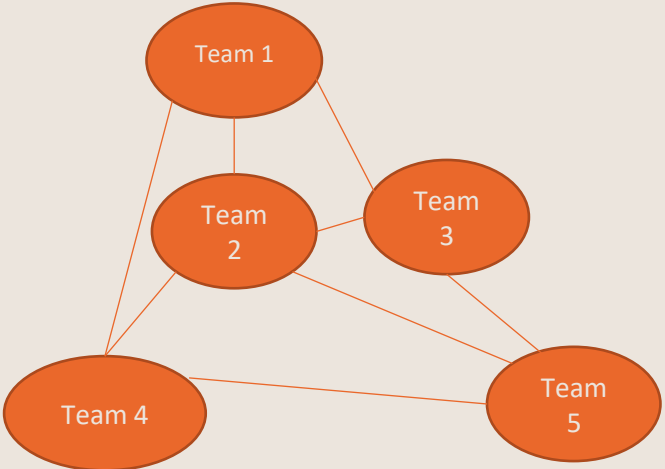
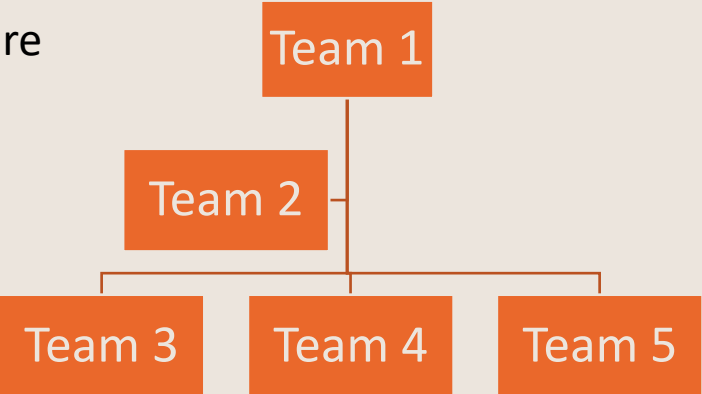
The Brochure

The Reality

Team Structure



Org Structure



---

What are the components of great team working?

## Extreme Teaming



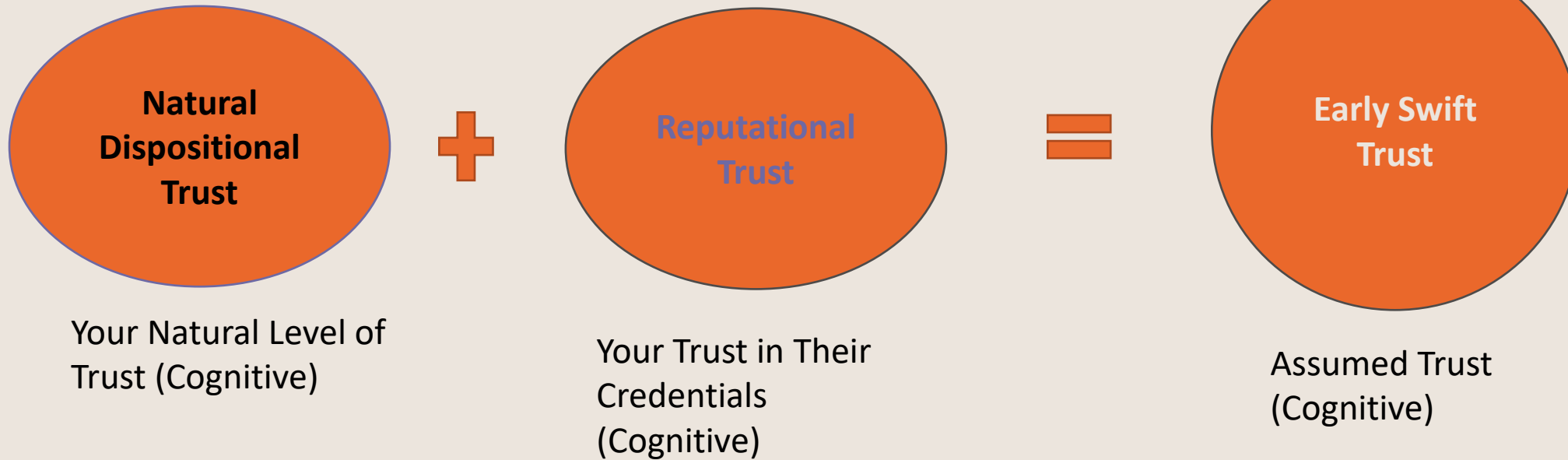
---

# The Trust Equation



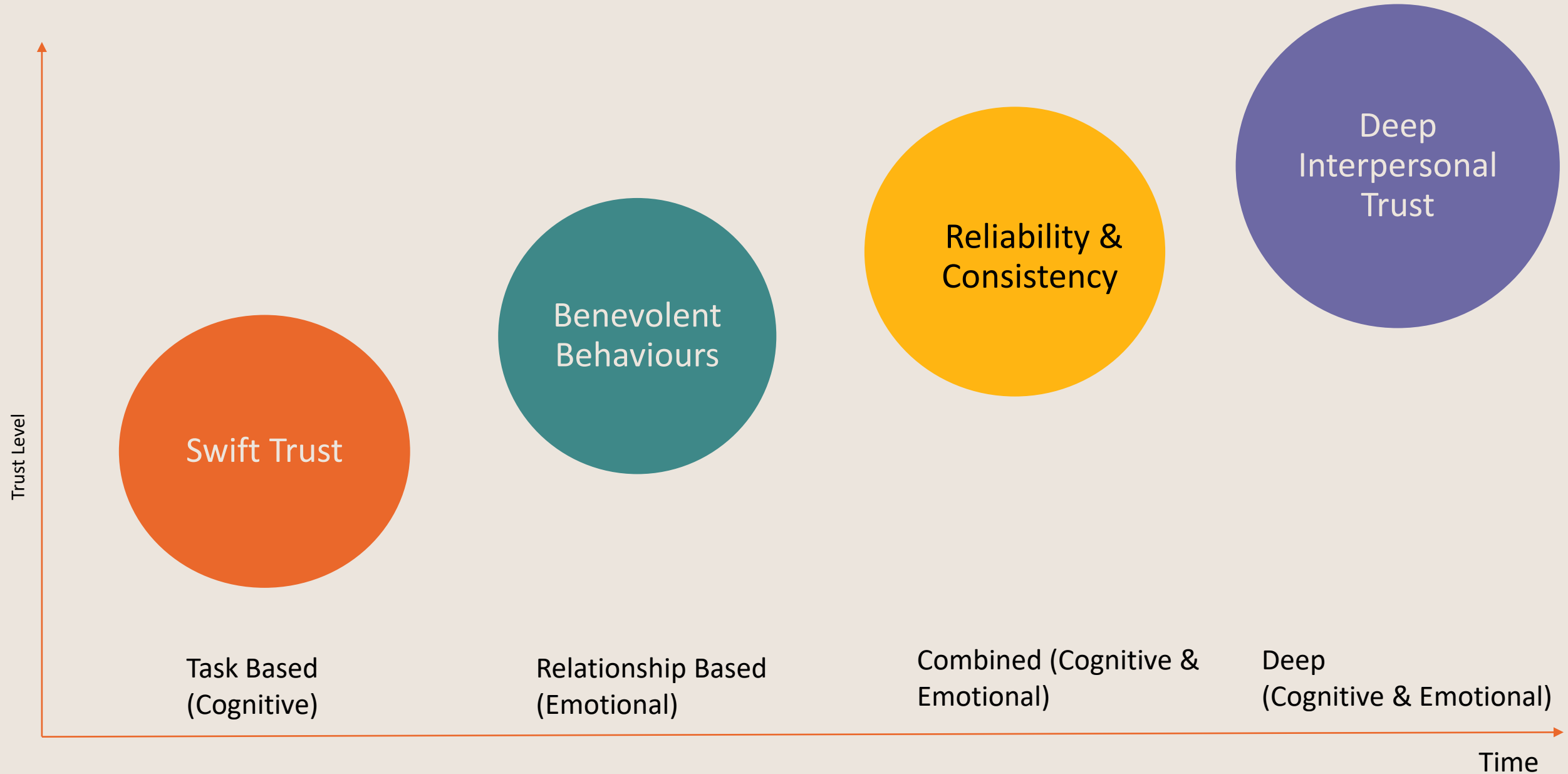
---

## Early Swift Trust Starts to form *Before* we Meet Someone





# Ultimately we Convert *Conditional* Swift Trust to *Deep* Interpersonal Trust



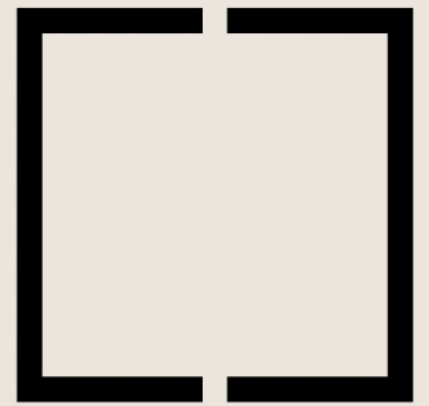
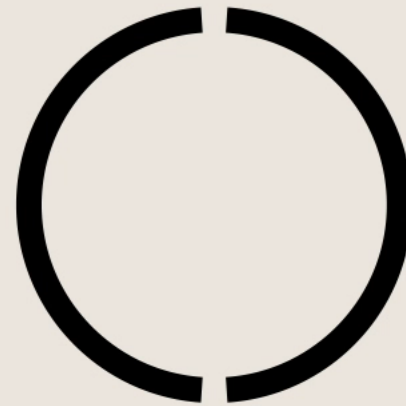
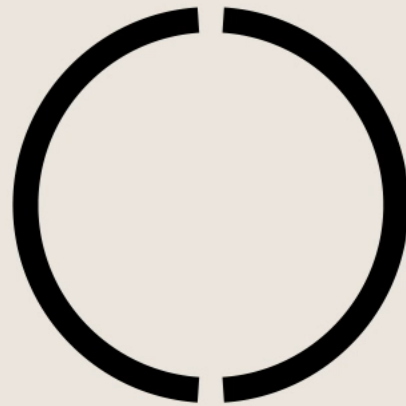
---

# The Science of Great Teams - The TeamUp Playbook™

1



Mission  
Plans  
Disciplines



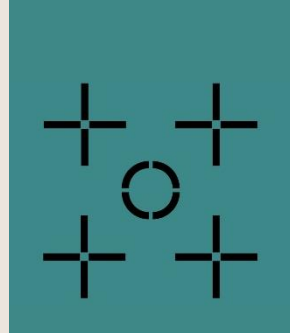
# The Trust Journey

Get Set



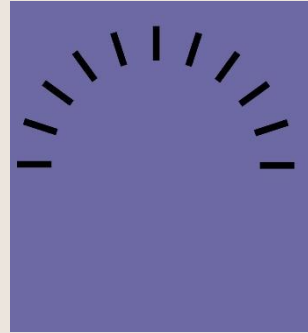
Cognitive Same  
Page Based Trust

Get Safe



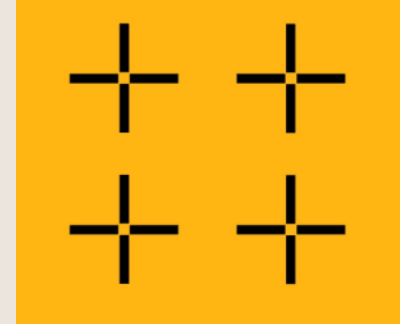
Emotional  
Relationship Based  
Trust

Get Strong

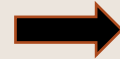


Both Same Page  
and Relationship  
Based Trust

Get Success



Profound  
Interpersonal Trust



---

# The Science of Great Teams - The TeamUp Playbook™

## The Full Trust Journey

1



Mission  
Plans  
Disciplines

2



Vulnerability  
Empathy  
Learning

3



Accountability  
Constructive tension  
Experimentation

4



Delivery  
Adaptation  
Trust

---

1 Get Set is about getting trust from being on the same page

Teams are clear on their:

- **Mission**
- **Plans**
- **Disciplines**

Teams are confident, clear on what's expected and very purposeful.



# Getting Set is all About Contracting

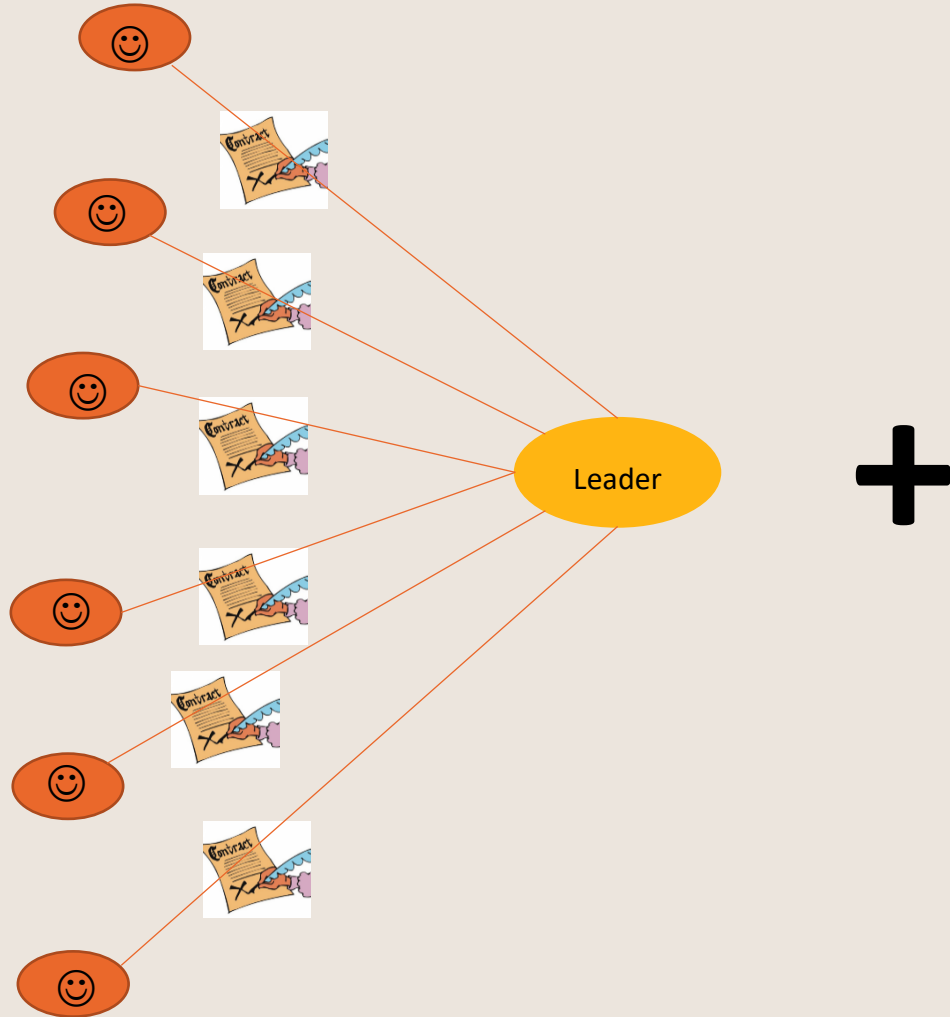


Fig 1.1 Transacting at the Individual Level

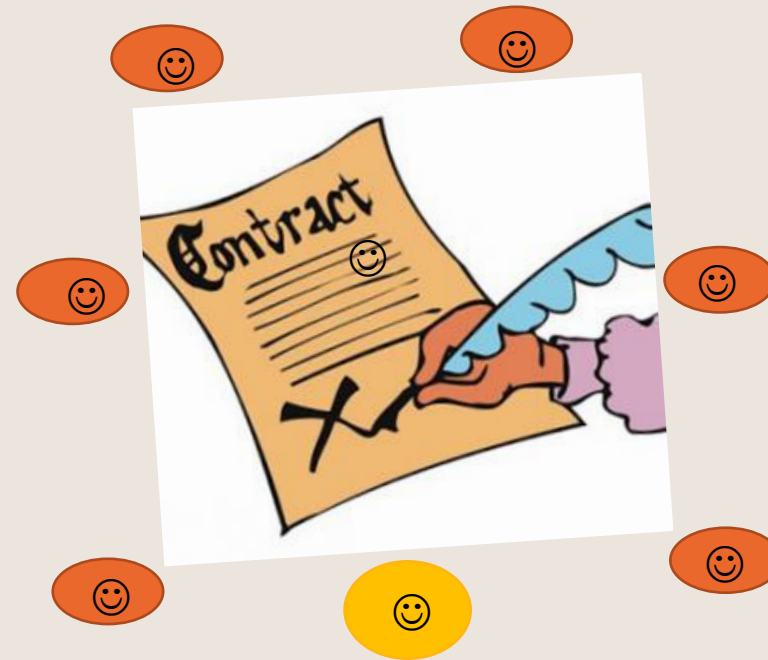


Fig 1.3 Transacting at the Team Level

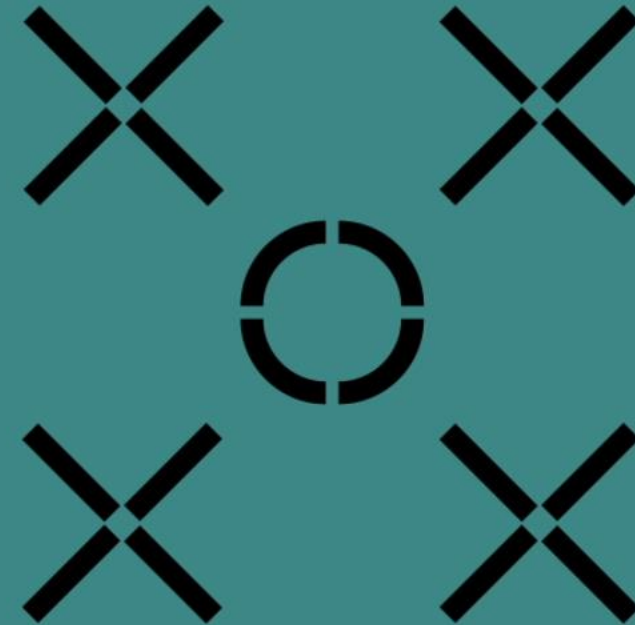
---

## 2 Get Safe is about building trust from safety generating relationships

The team that is Safe has:

- Vulnerability
- Empathy
- Learning Conversations

Team members speak freely and form a learning team



---

# Psychological Safety

“...a shared belief that the team is safe for interpersonal risk taking.”

“...a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes”.



---

## Question

+ what makes you feel safe in a team (besides trust) ?

---

# It's a No -Brainer



# The Learning Team

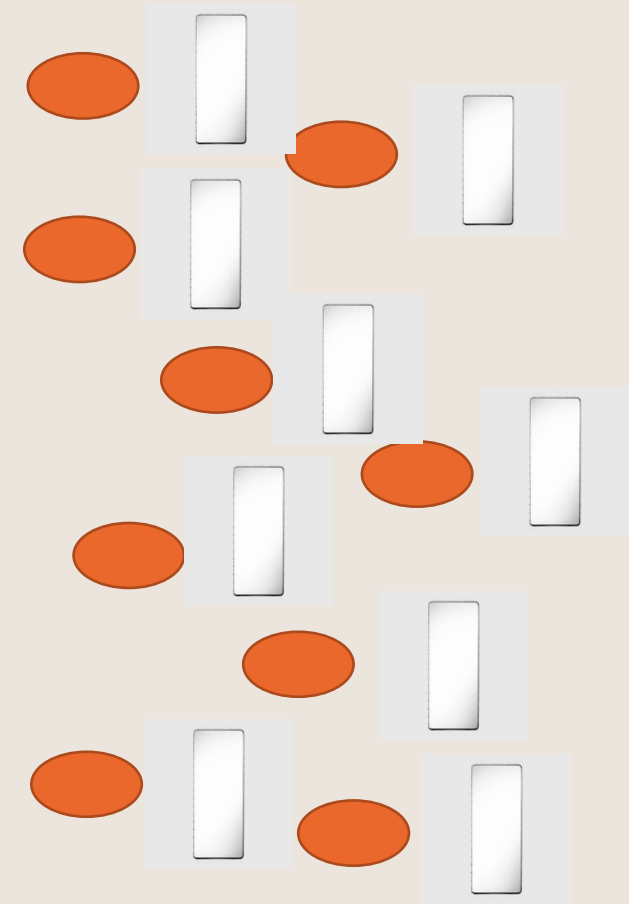


Fig 1.1 Learning at the Individual Level

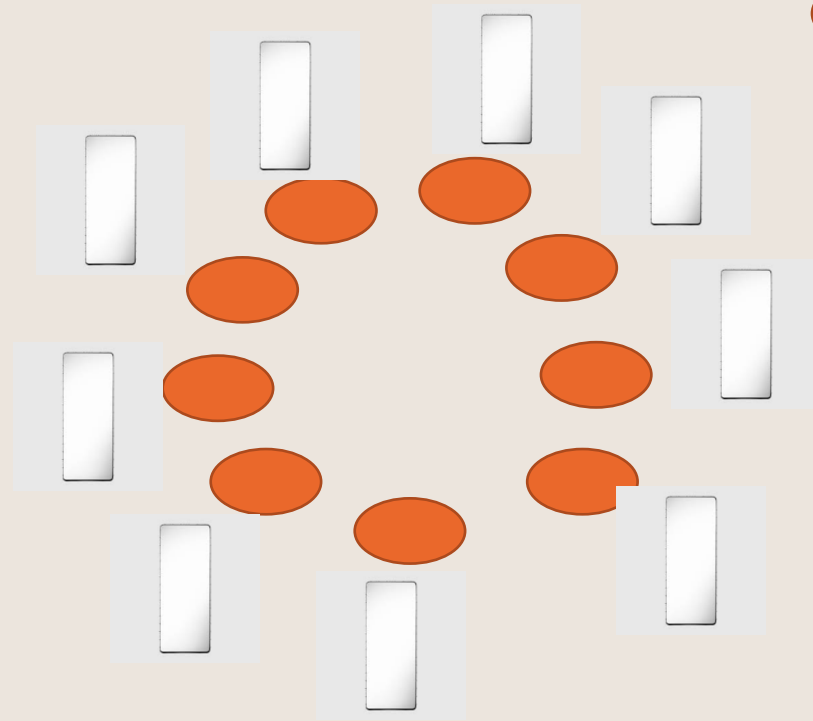


Fig 1.2 Learning at the Individual Level with the Team

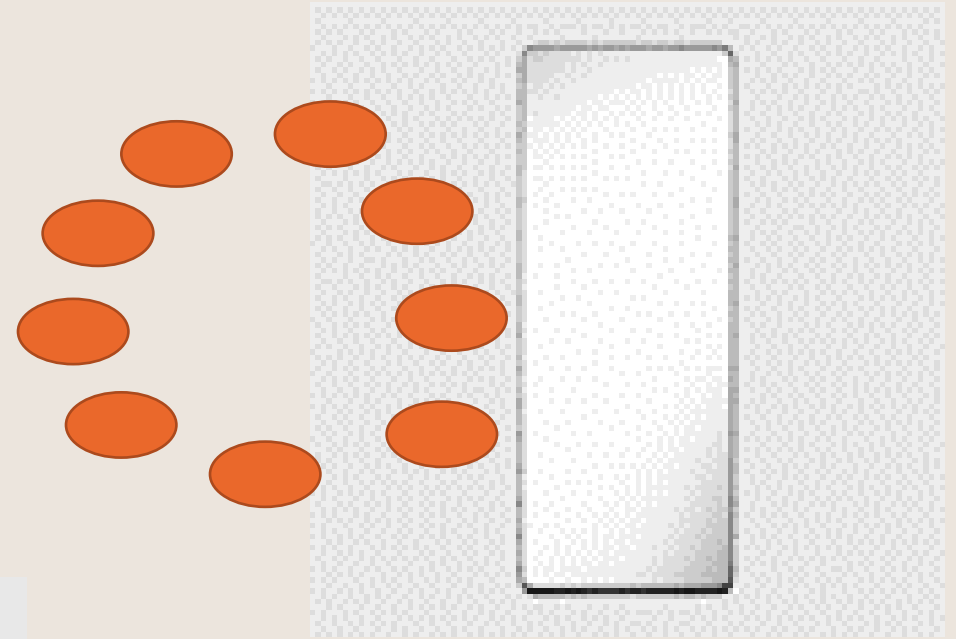


Fig 1.3 Learning at the Team Level

---

3 Get Strong – is about generating value  
generating conversations. Interpersonal  
Trust arises from consistency and reliability

The team that is Strong is high in:

- Accountability
- Constructive Tension
- Experimentation

Team members feel stretched, and are  
'comfortably uncomfortable'.



---

What the research tells us about virtual teams ...

1. Be crystal clear on your actions and commitments
2. Avoid perfectionism – deliver tangibles.
3. Track your progress

---

## 4 Get Success – Is where we find Profound Trust

Teams that are Successful are

Delivering  
Trusted by All  
Adaptable

Team members feel confident, successful  
and very proud to be part of the team



# Teaming Success Responsibilities

