

BUILDING RESILIENT TEAMS



Kathy Parry
Corporate Energy Expert

**What Does Your
Team
Look Like?**

BUILDING RESILIENT TEAMS

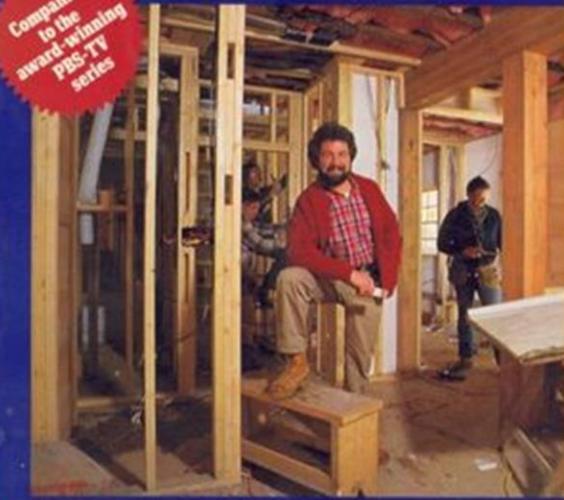


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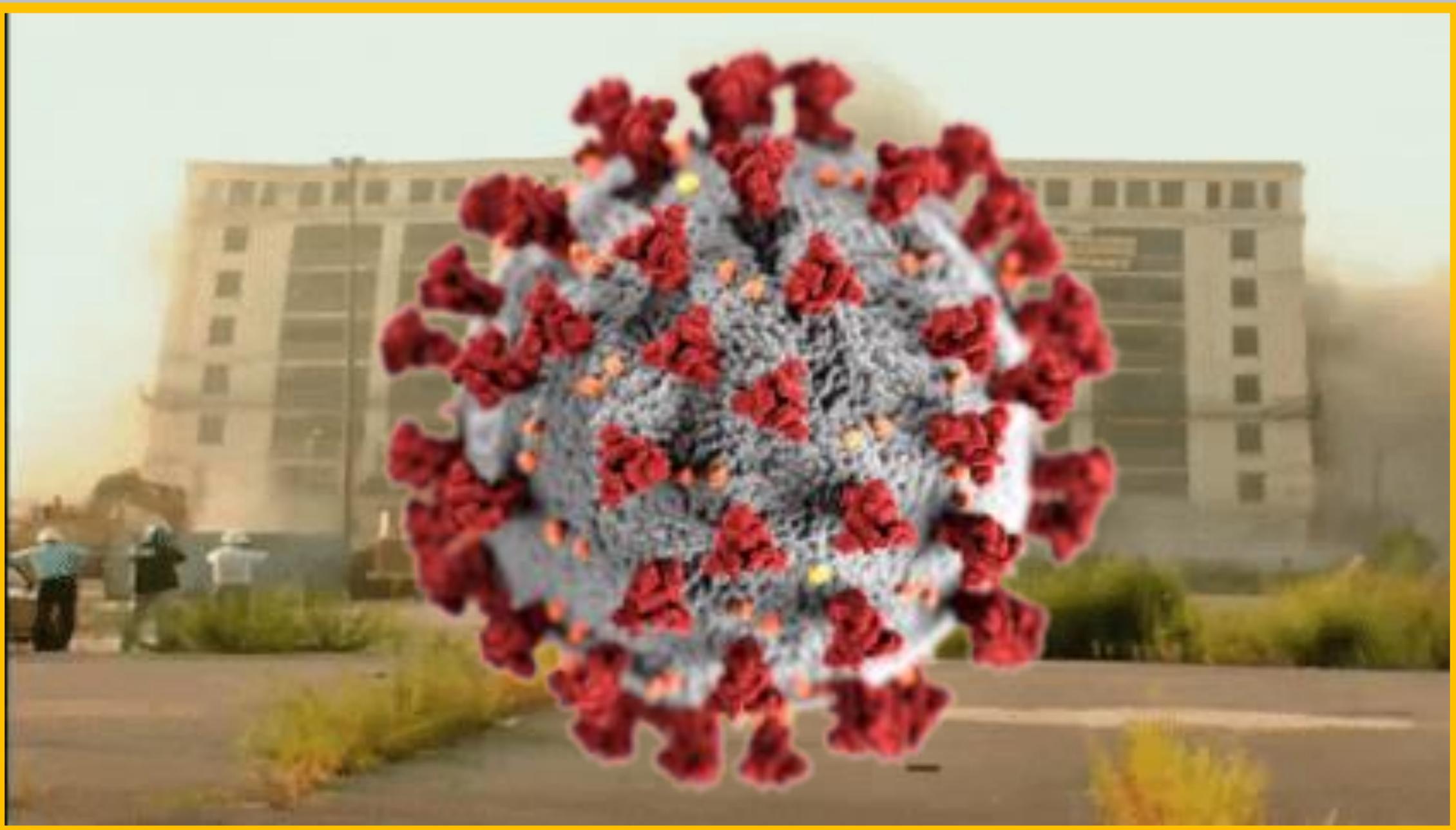
Bob Vila's This Old House

Companion
award-winning
PBS-TV
series



Your Favorite?







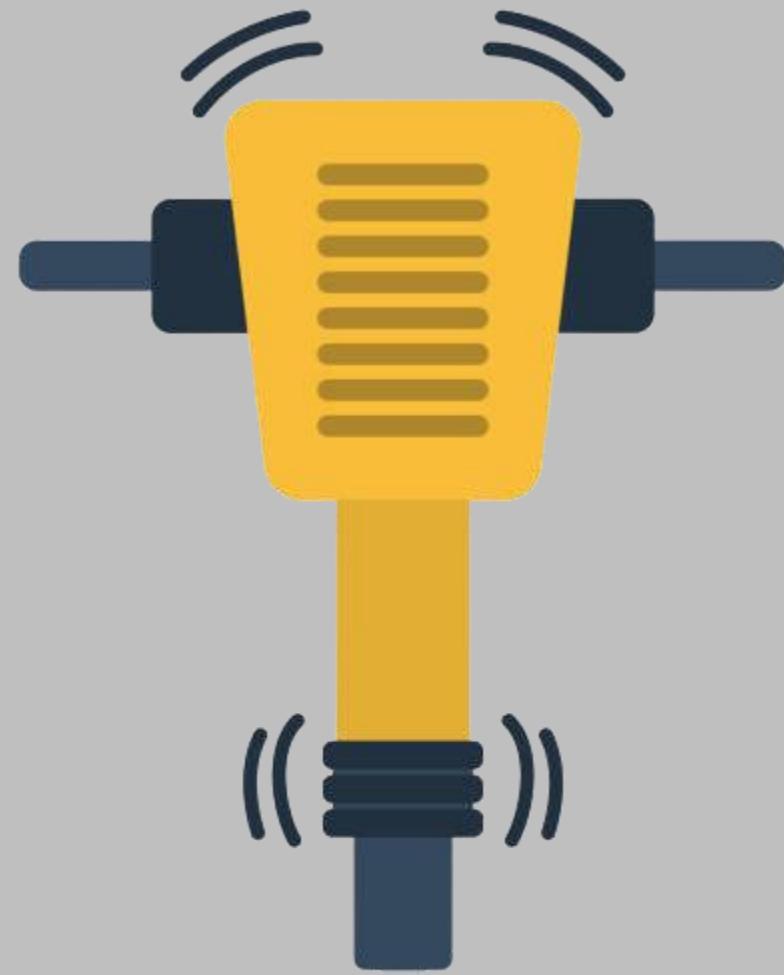
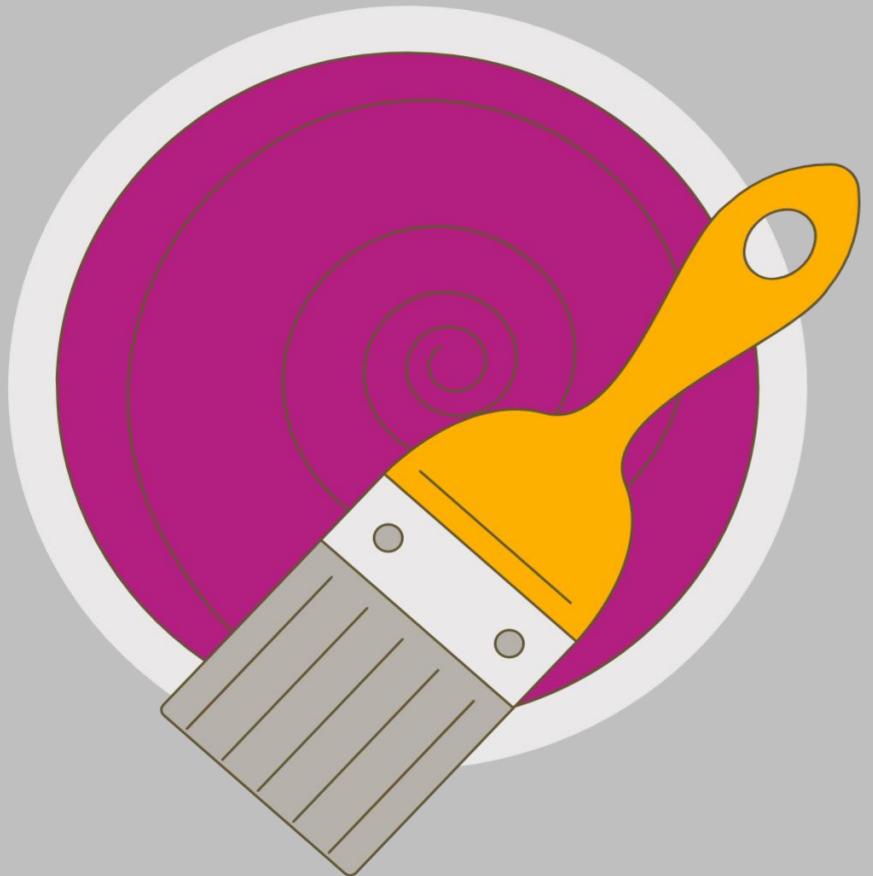
What Happened to Teams with COVID Demo Day?

- Burnout**
- Poor Morale**
- Mental Health**
- Retention Issues**
- Fear**
- Financial Loss**
- Grief**
- Stress**

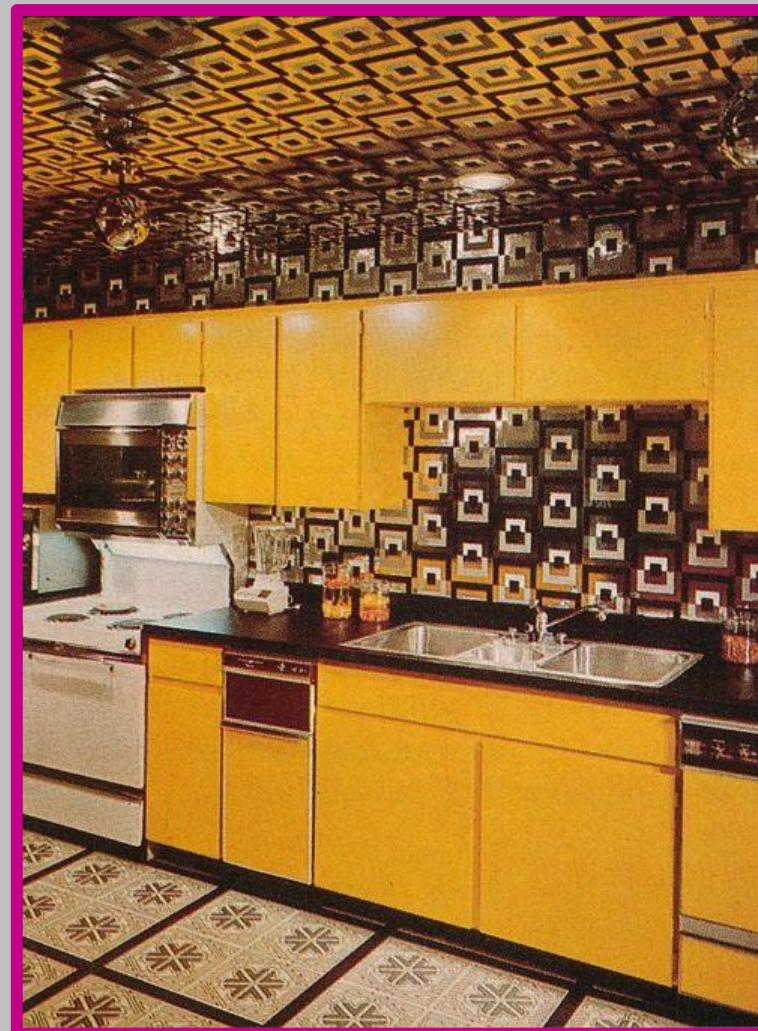
Honor Mental Health



**Today: 5 Tools
to Renovate and
Build Resilient
Teams**



What Happens if You Don't Renovate?











Team Assessment – The Inspection



Team Assessment – The Inspection



Team Inspection for Power UP Renovation

What are your energy drains?

Look at each of the Energy Drains listed below. What ones are you experiencing? Assign a corresponding letter to where the drain exists. Some Energy Drains may exist in more than one area.

Types of Energy Drains:

O = Organizational - lack of vision and communication
L = Leadership - pulled too many directions - time management - doing other's work
P = Professional - Role that you play - lack of appreciation - role not clearly defined
D = Daily - task oriented - too many tasks - lack of appreciation - time management
M = Personal (ME) - lack of sleep - stress - nutrition - safety

____ Lack of vision on my team
____ Lack of vision from leadership
____ Budget constraints
____ Staffing shortage
____ Grievance system needs support
____ Too many tasks to complete in a day
____ No time to eat lunch
____ Cleaning up other's mistakes
____ Not qualified for some of the tasks I do
____ Job description does not reflect what I do
____ My efforts go unnoticed
____ Daily plans are disrupted by emergencies
____ Team is not cohesive
____ Gossip and incivility on team
____ Not enough support for number of tasks
____ Mental health is not supported
____ Communications are weak
____ Exhausted and run down
____ Living on caffeine and chocolate
____ Positive attitudes are missing

Assessment:
____ What areas do you experience the most drain?
____ What area do you want to work on Powering UP?
____ What area energizes you the most?
____ How much time per day are you willing to give to work your Power UP plan?

Notes:

Clear Out the Space



How Do You Clear Out Space for Your Team Renovation?



Daily for 15 Minutes

Weekly Meeting

Retreat or Workshop

In Person or Virtual?







5 Tools to Renovate You and Your Teams



Concentrated Listening



Clear Goals



Contributing



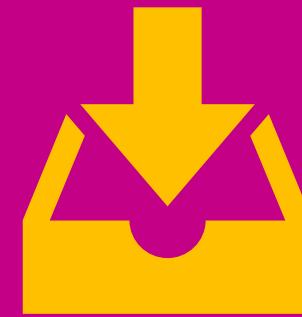
Civility



Celebrating



Where is Your Noise Coming From



#1 Concentrated Listening

1. Safe Times and Places to Express Yourself
2. Show that you are listening – if it isn't a good time, say so
3. Listen for what is not said
4. Open-Ended questions and appropriate feedback
5. Defer judgement. Don't interrupt





**Clear
Comms
But
Communicated**



**Precise
Powerful
Clear
Communicated
Measured**



How Did WinWin Create Nail Gun Goals?



2017 Goals

Mission Statement: To match professional entertainers willing to donate time and talent with eligible, approved charities nationwide.

Vision Statement: To bolster Las Vegas community-based organizations through entertainment.

Concept: Win-Win Entertainment is a 501 c3 non-profit organization



2020 Goals

Who we are:

Win-Win Entertainment is a 501c3 national nonprofit that brings smiles to children who really need them by arranging in-person and virtual visits from professional entertainers, athletes and celebrities. We are 100% volunteer-based. We have no paid staff, and all performers donate their time for all events.





How Do You Create Nail Gun Goals?

Make the Vision About WHO You Serve!!

Use POWER Words, TEAM Words, POWER Verbs

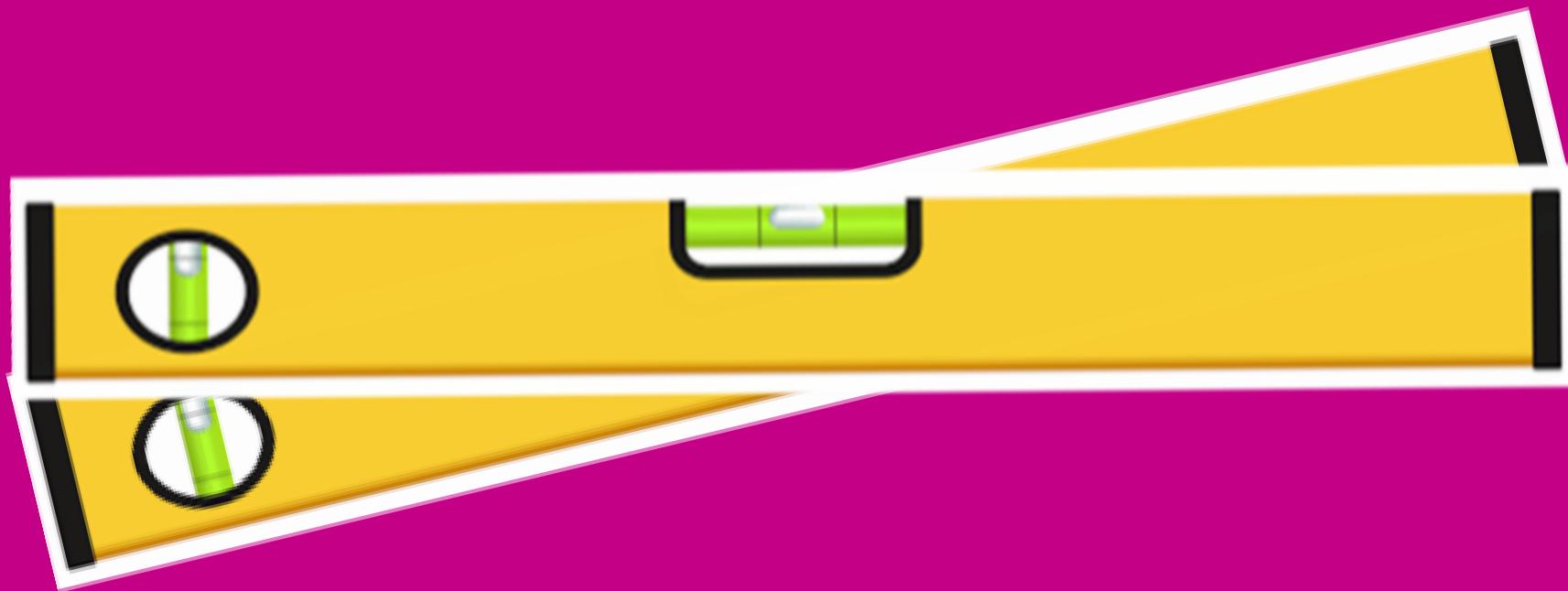
Add Time Parameters

WHO Makes These Goals Happen?

Re-Visit the Goals Often

**HOW Do You Know that You Are Meeting the
Goal? – Add a Measurement**





Team Sports



#3 Contributing

**How Do You Make Sure Teams Are
Level with Everyone Contributing?**

**Ownership – Part of Goal Setting
Everyone Leads Something
Team Contribution Statements
Timelines and Checking In**



Team Contribution Stories

-  **Interview Your Team Members**
-  **Ask Who Contributes and Report**
-  **Give all Members NEW Ways to Contribute**
-  **Look for Decenters**
-  **Create a Contribution Story for Each Team Member Together**







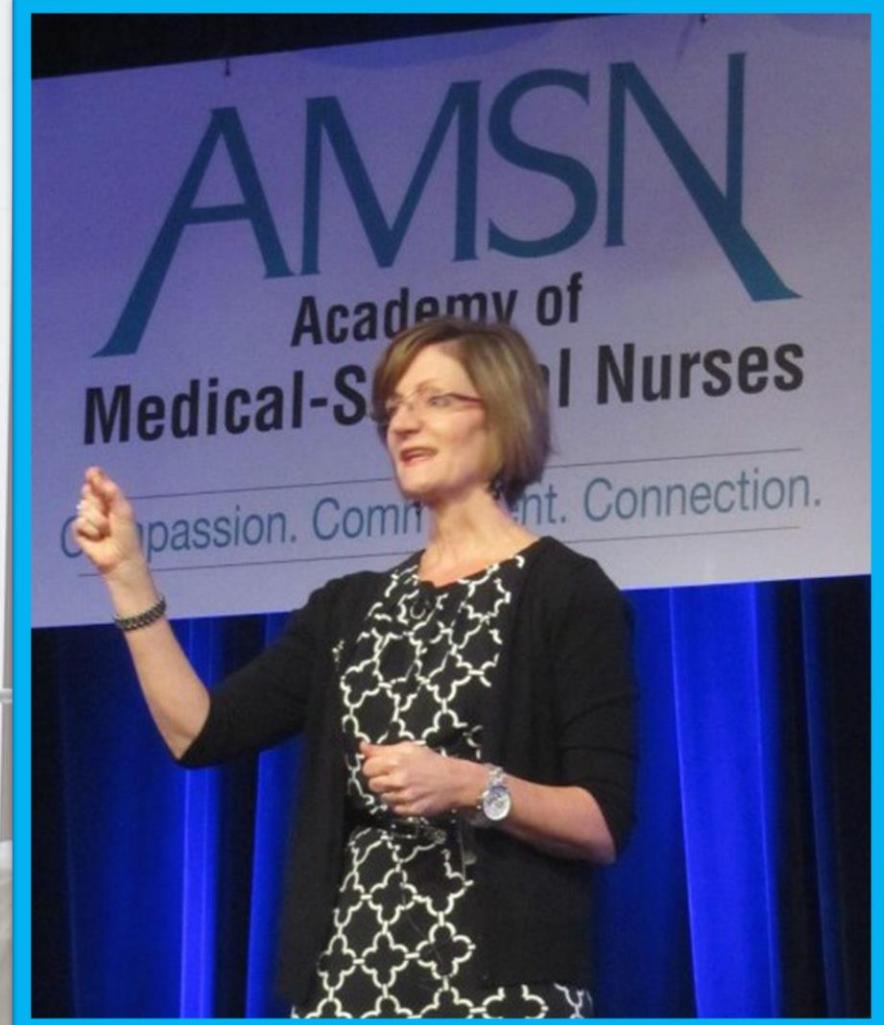
#4 Civility

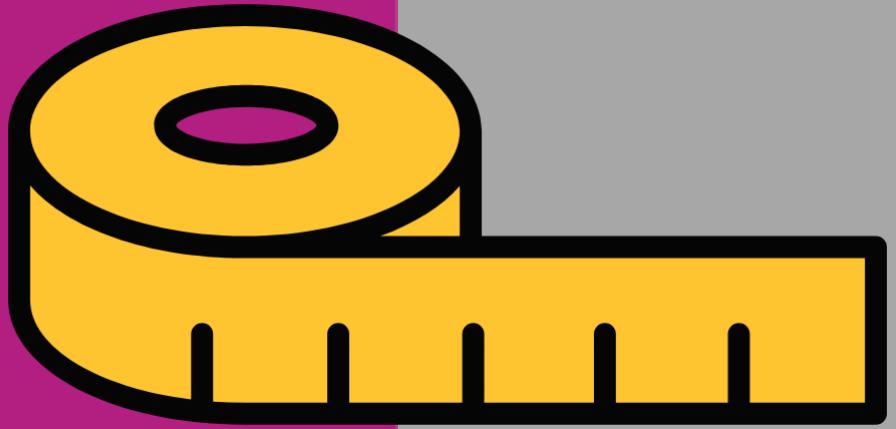
**Behaviors Towards Our
Co-Workers Must Be
Measured**

What you ignore,
you condone.

Speak up when you see
bad behavior in the
workplace!

~ Renee Thompson





Measuring Civility

Humanization
Respect
Intentionality
Restraint
Responsibility
Sharing
Kindness



#5 Celebrating

- **How Are You Celebrating?**
- **What Are You Celebrating?**
- **When Are You Celebrating?**
- **Does the Team Understand What is Celebrated?**
- **Is Everyone Involved?**





5 Tools for Building Resilient Teams

Concentrated Listening
Clear Goals
Contributing
Civility
Celebrating

What Happens if You Remodel Your Team?

Pride

Resident Satisfaction

Productivity Increases

Engagement

Look Forward to Showing UP

More Fun

Work/Life Balance

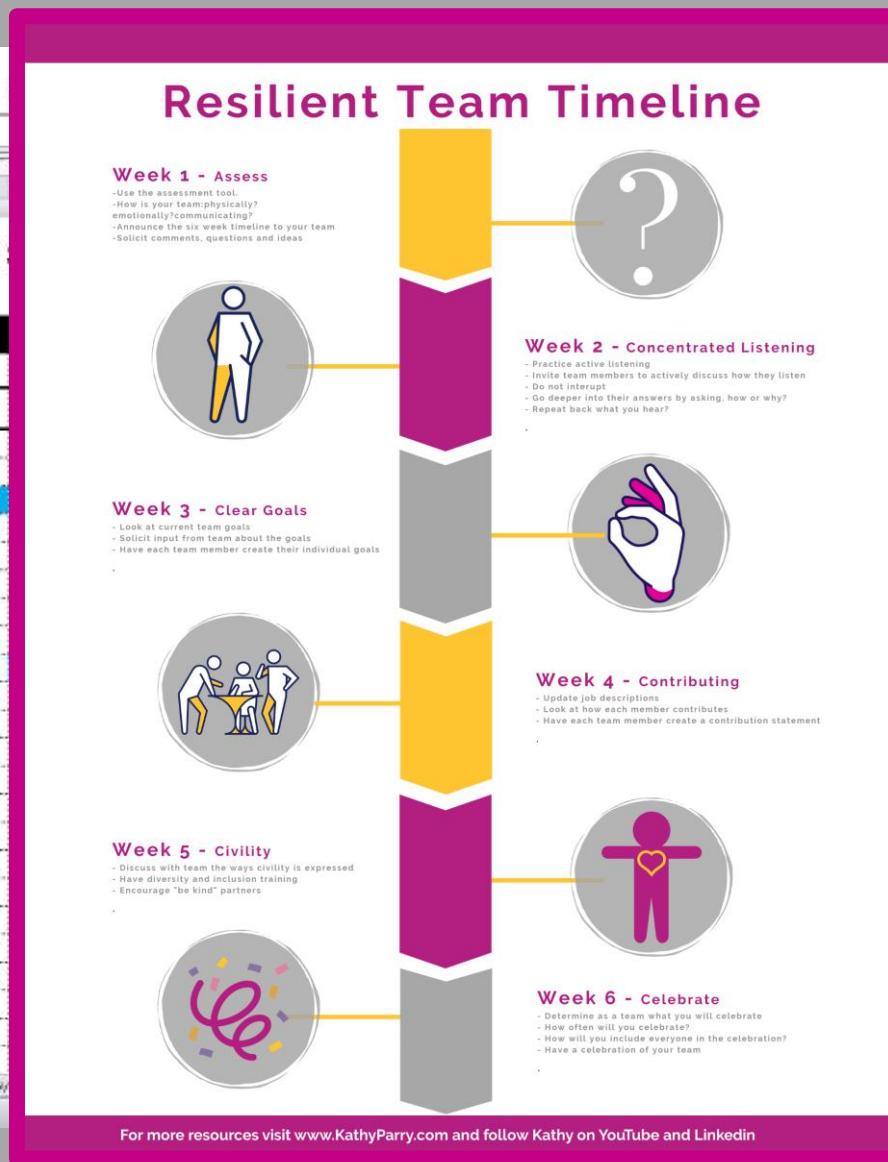
Positive Mental Health

“But Kathy, You Don’t Know My Team!”



“But Kathy, I’m not the manager of my team!”





Let me Help You!

Kathy@KathyParry.com

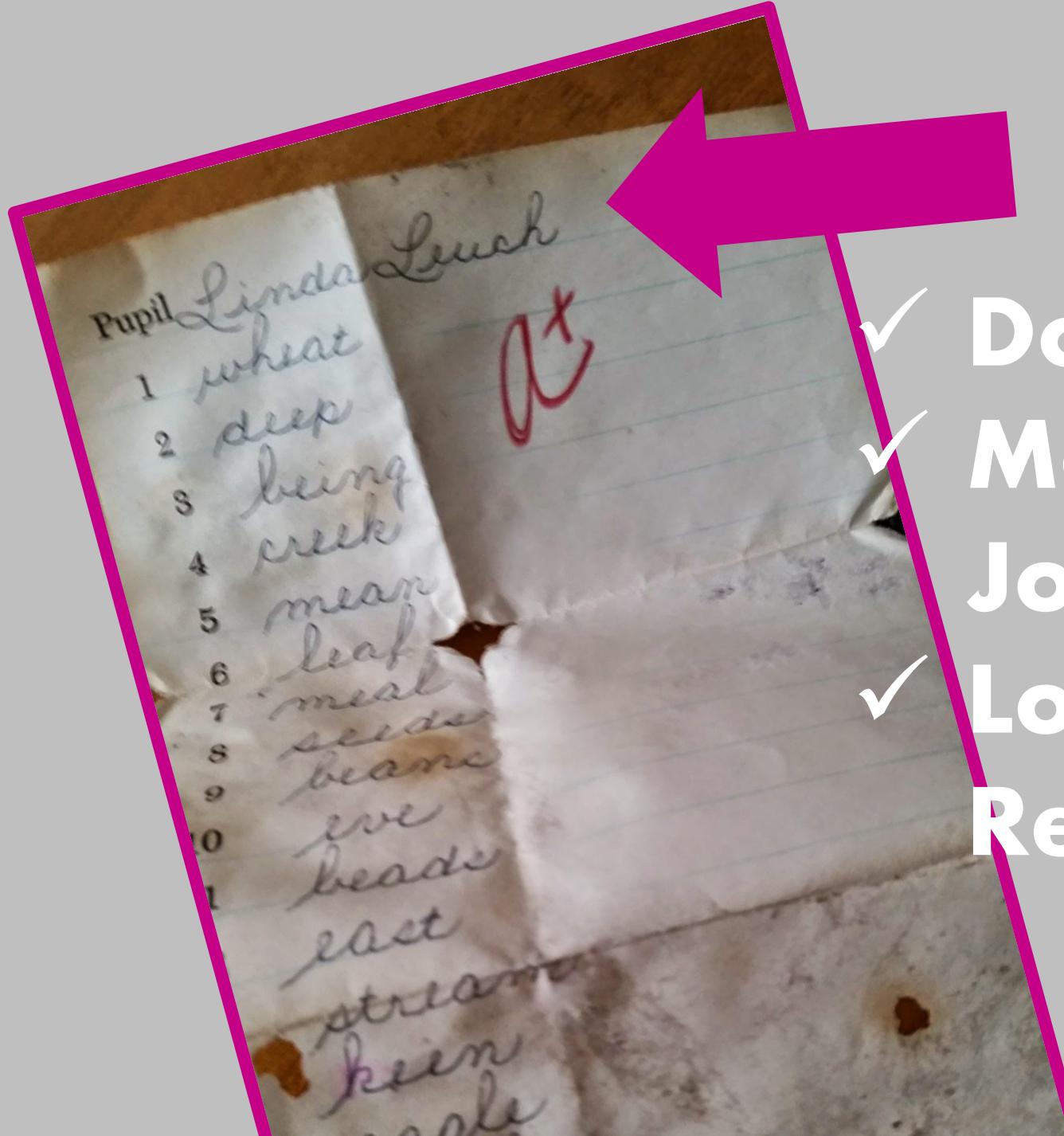


www.KathyParry.com

Power UP Workshops







**Do the Renovation
Make it a Quality
Job
Look for What Is
Revealed**

Let me Help You!

Kathy@KathyParry.com



www.KathyParry.com