

Why Wait?

Using reactive tools to hire proactively and discover who we are.



Learning objectives

- Understand traditional approaches to team formation
- Identify team lifecycles
- Gain insight with regard to AI
- Explain the change from deficit to asset based operations
- Learn the foundations of MBTI and Strengths Finder
- Gain insight to strengths based approaches
- Apply insight to your current team and processes

Introductions:

- Who you are and the best team you have ever been a part of?
 - Why
 - Who
 - When



What Usually Happens



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What Usually Happens

- A job is posted - with a list of requirements - do we look at team interactions? Why or why not?



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- A job is posted - with a list of requirements - do we look at team interactions? Why or why not?
- All too often we know what we want : but not who we want and why we want them.



What Usually Happens

- Believing you can change the person to meet your “fit” expectations or corporate culture.



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What Usually Happens

- Believing you can change the person to meet your “fit” expectations or corporate culture.
- Focusing solely on skills and ignoring attitude.



What Usually Happens

- Checking the boxes of qualifications and requirements does not mean team synergy.



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- Checking the boxes of qualifications and requirements does not mean team synergy.

- What can you do?



Team Lifecycles

TEAM LIFE CYCLE MODEL



- Team Synergy
- High Performance
- High Morale/Cohesion
- High Creativity

- Cooperative Action
- Team Identification
- Maintaining Rules
- Active Listening



- Getting Acquainted
- Why Are We Here?
- Suspicions/Fear
- Problems/Complaints

- Power Struggle
- Win/Lose interactions
- Hidden Agendas
- Resistance



Appreciative Inquiry

- What is AI?
- Why does it matter for my organization?
- Benefits of asset-based thinking



Myers-Briggs Type Indicator (MBTI)



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Strengths Finder



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Current Team Applications

- Who do we have
- How do we currently work together
- Who do we need



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Strength & Asset-based hiring

Skills needed

Strengths needed

Team gaps identified



Questions and Discussion



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