



LEADING
TEAMS



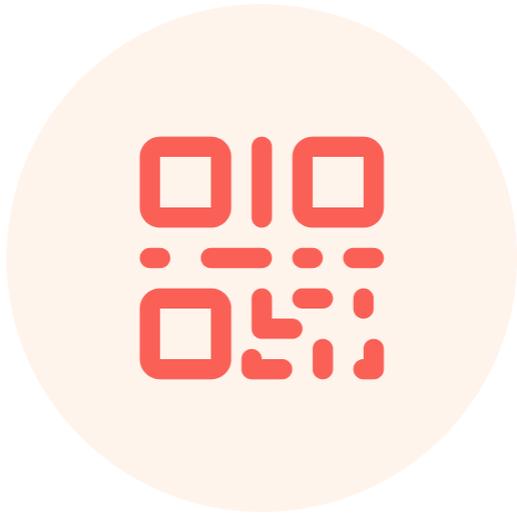
Unisport National Forum

How to ensure culture and strategy
can align and thrive together

19th May 2023

Matthew Vandermeer

slido



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#2032984**

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6 months

80,000

\$532,000,000

What is culture?



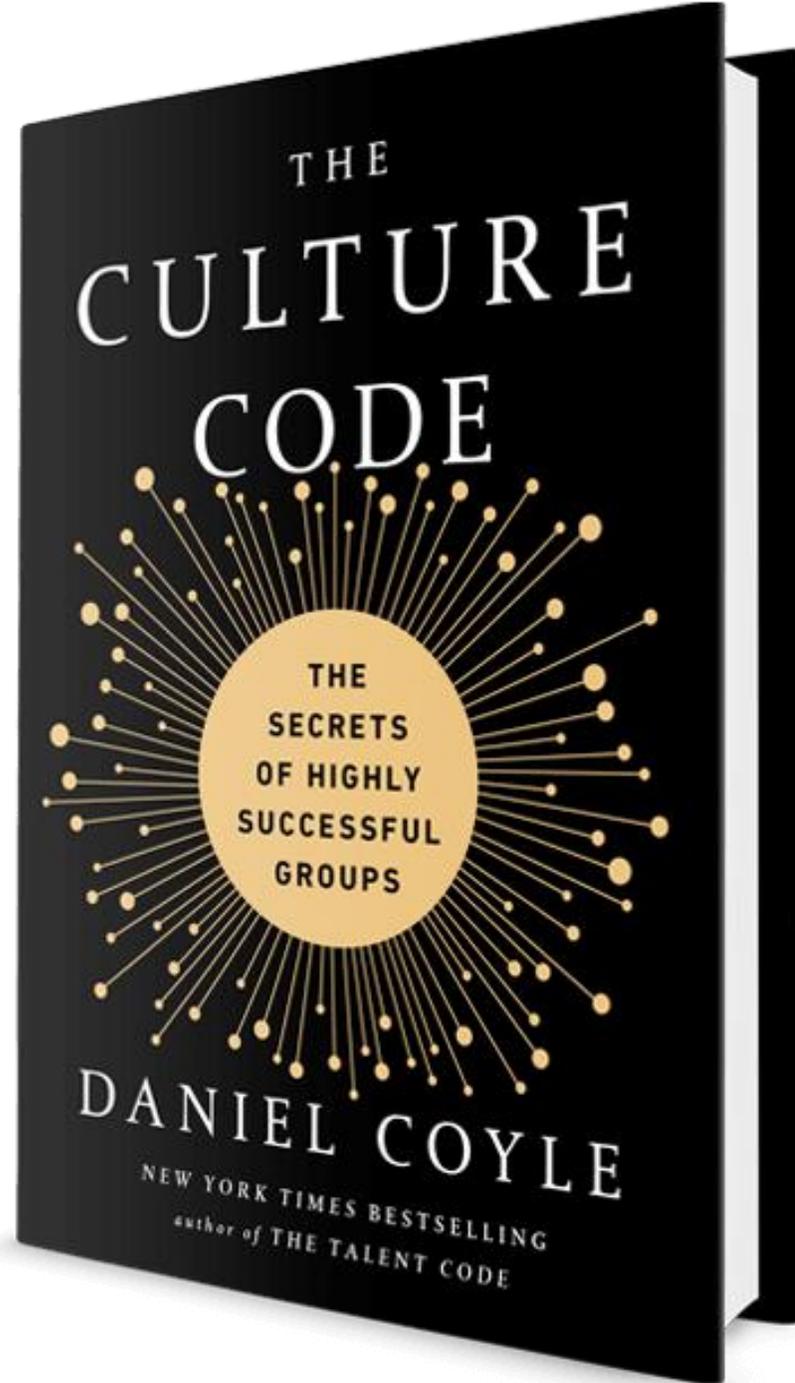
What is culture?

“Culture is the attitudes and behaviours people unconsciously adopt to fit in with the expectations of the people around them”

What is strategy?



“A plan for creating and capturing value”



Group culture is one of the most powerful forces on the planet. We sense its presence inside successful businesses, championship teams, and thriving families, and we sense when it's absent or toxic.

We can measure its impact on the bottom line. (A strong culture **increases net income 765 percent** over ten years, according to a Harvard study of more than two hundred companies.)

Who are Leading Teams?

- Cultural Development, Leadership, Team Programs for over 25 years
- Work with “Any Given Team” – Elite Sport, Corporate, Government and Education

We work with....



InsigniaTM
Financial

shadforth



the
brand
agency



Who are Leading Teams?

- Cultural Development, Leadership, Team Programs for over 25 years
- Work with “Any Given Team” – Elite Sport, Corporate, Government and Education
- We are facilitators & work with clients to help them become high performing
- We focus on the DOING of leadership rather than the theory (**K.I.N.D Leadership**)
- Focus on ownership and empowerment of everyone in the team to lead, drive behaviour and performance – not just execs, managers, coaches

***What do you do that impacts
the culture of your team?***

HIGH PERFORMING TEAM

High Performing Leaders

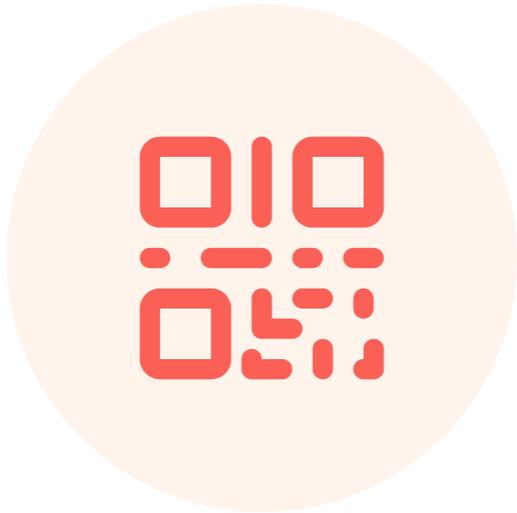
COMMON PURPOSE

Why Do We Exist?





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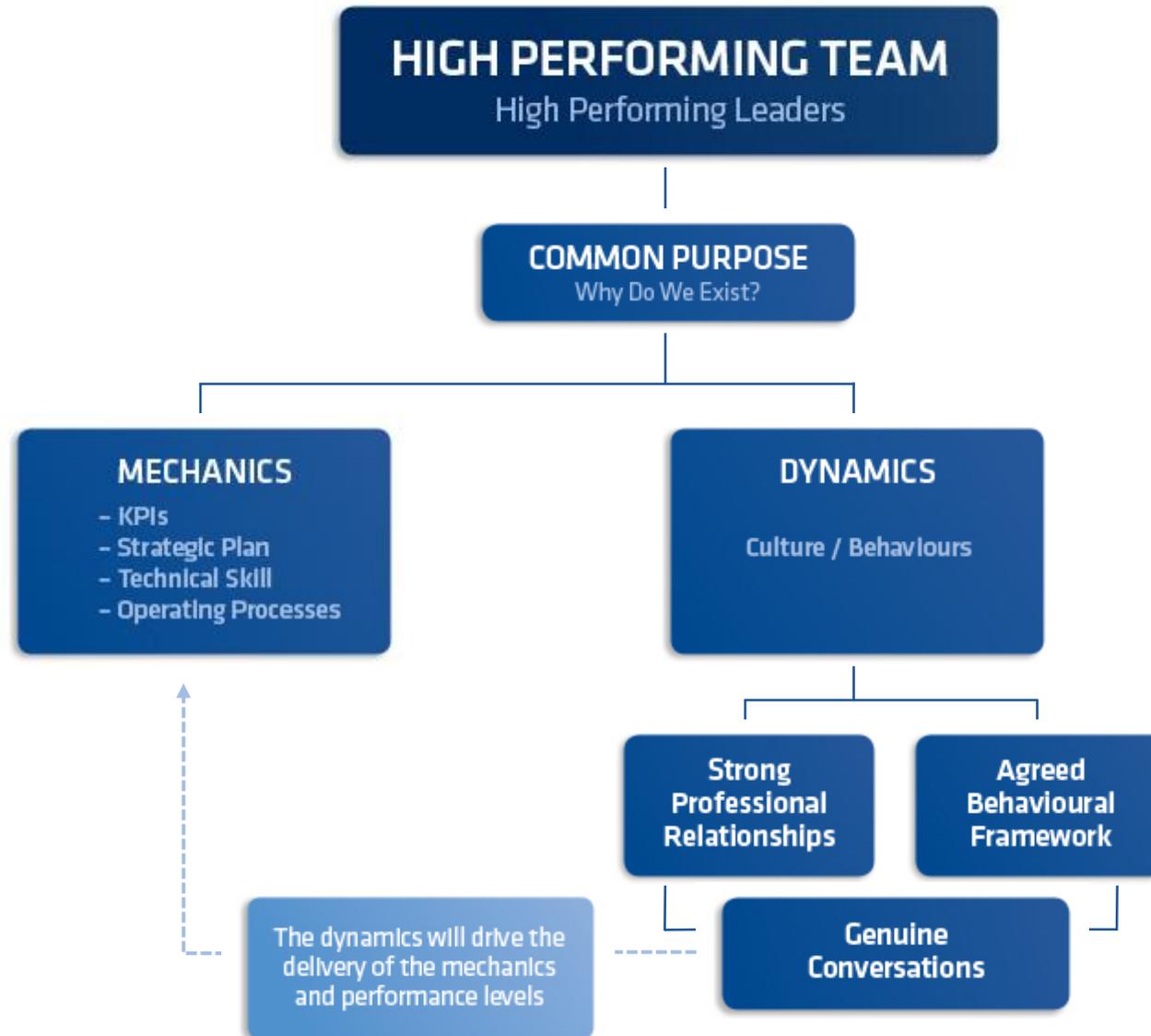
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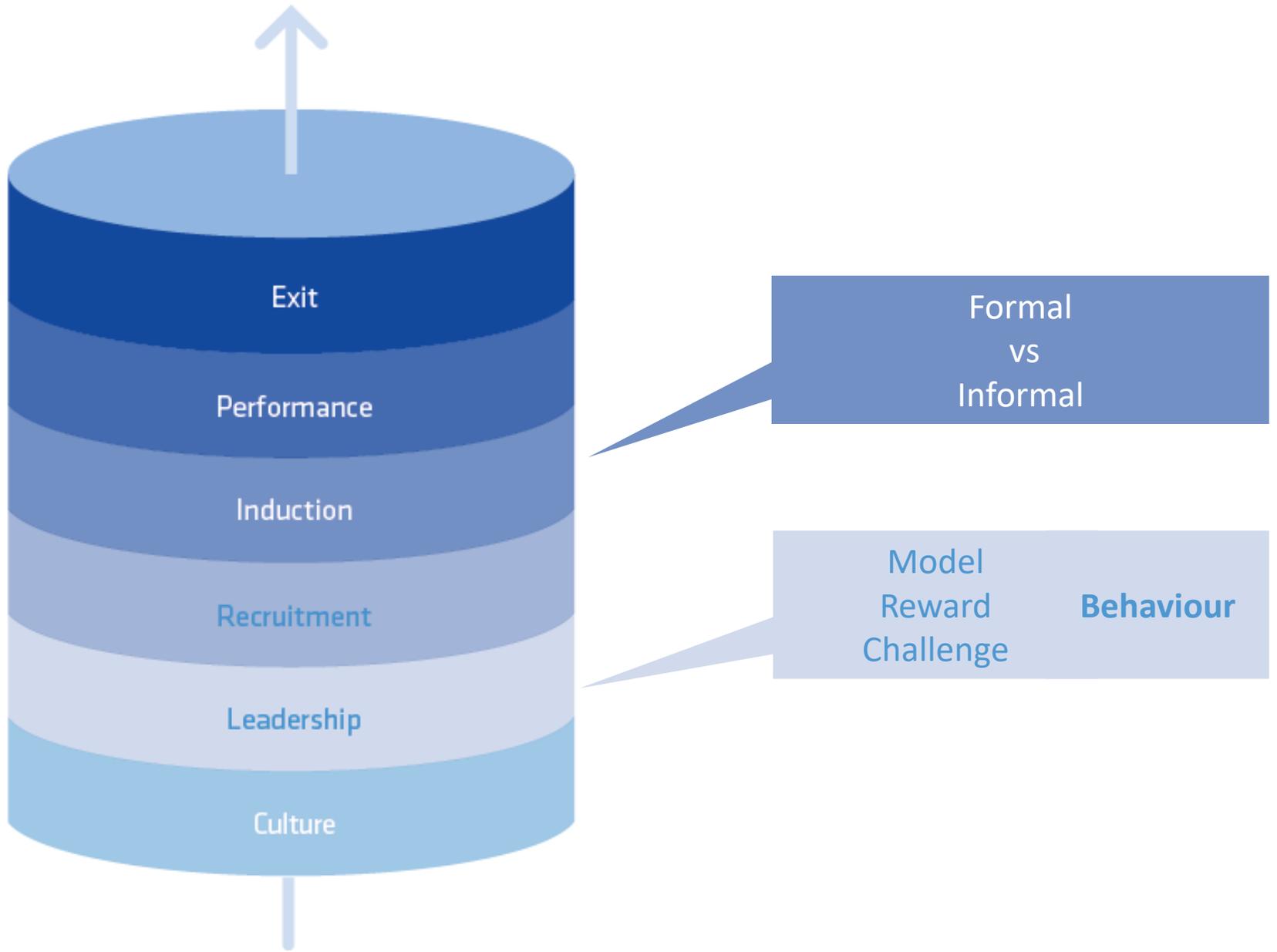


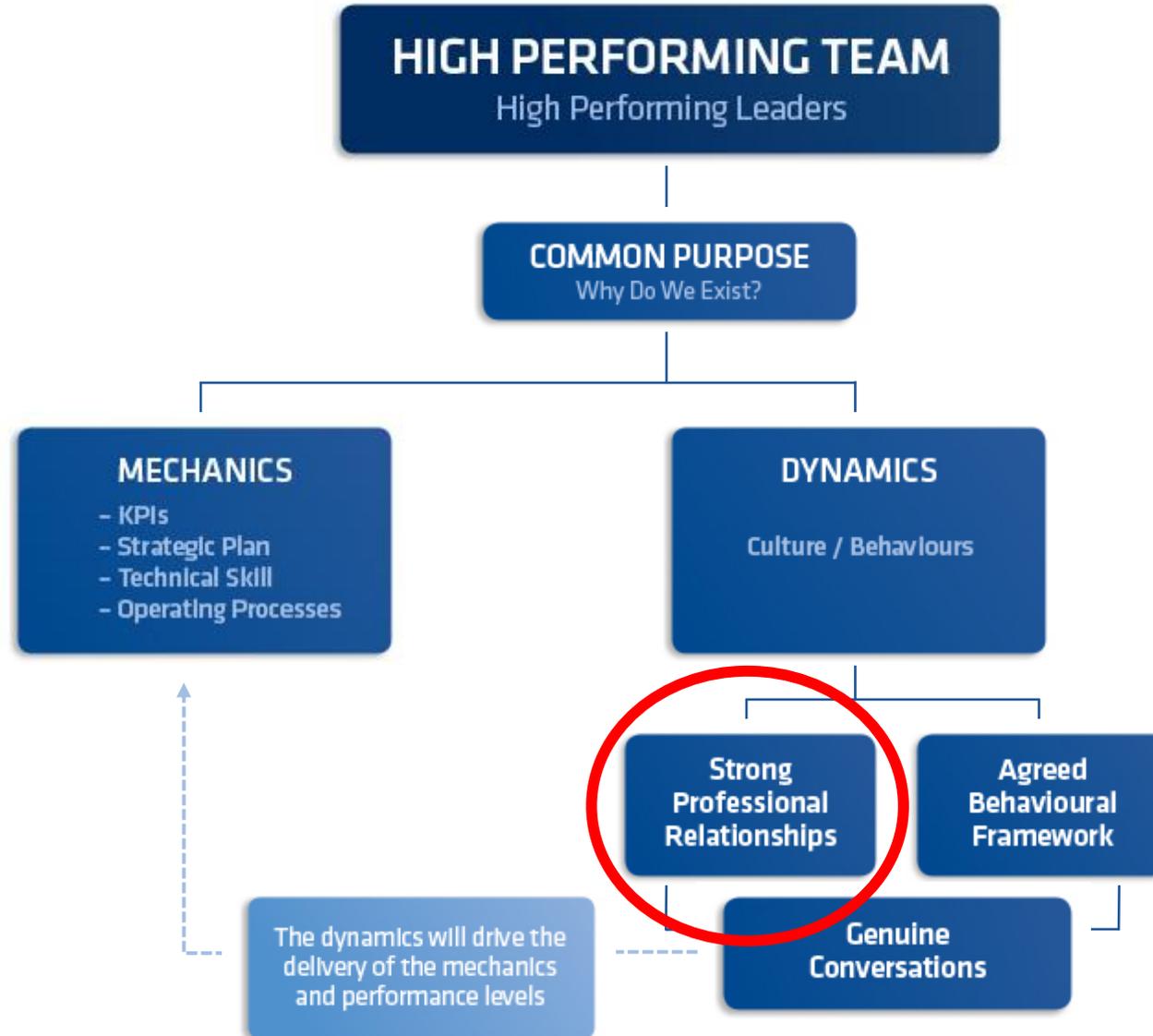
In your team meetings - what is the split between mechanics and dynamics?

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Cylinder Model





Group Chat



A leadership trait you admire in
someone you know

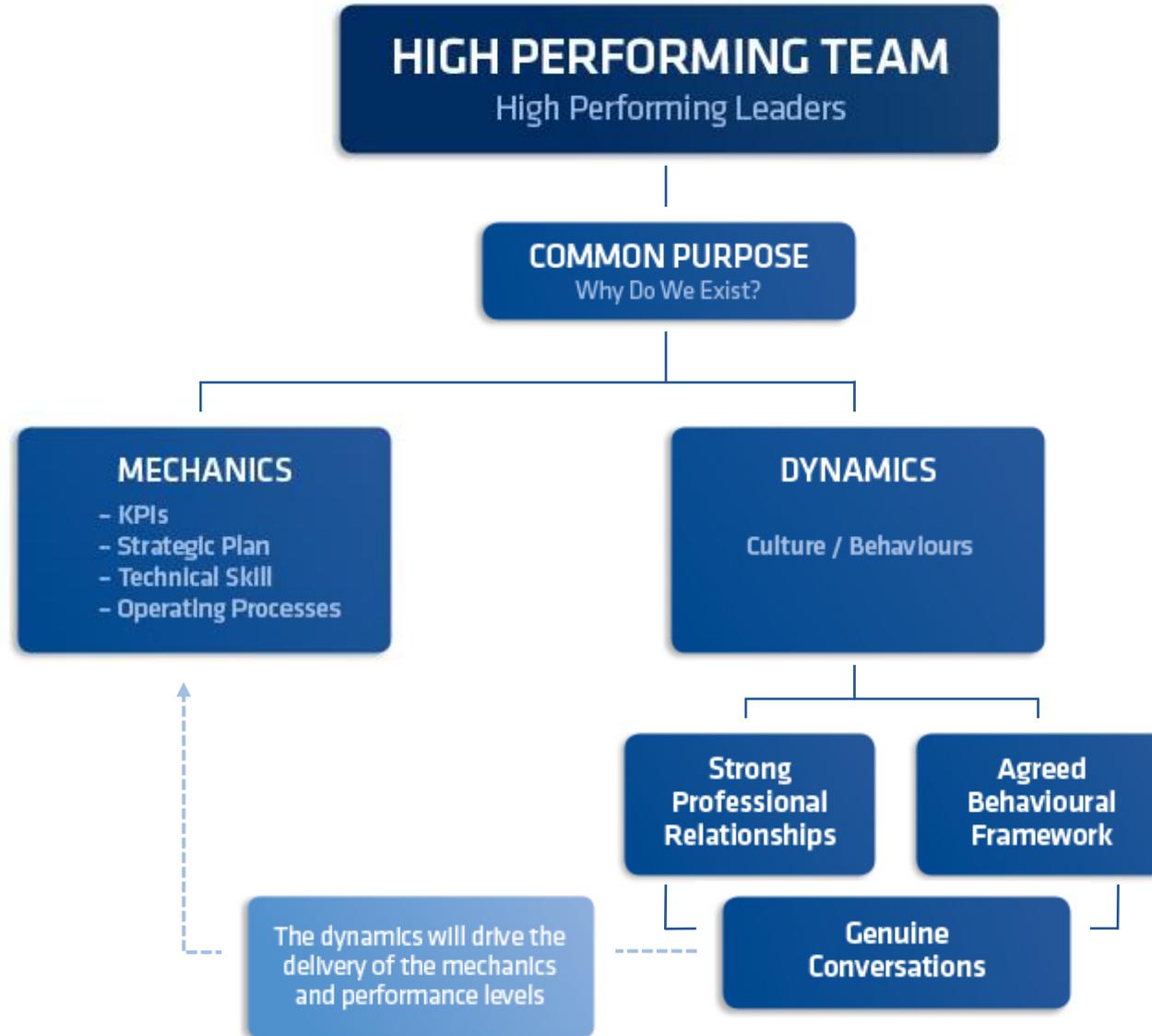
- *As a group agree on top 2-3 and 1 person per table to respond on QR code link*

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A leadership trait you admire in someone you know

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Group Chat

Your most productive professional relationship and why?

What were the ingredients?

- As a group agree on top 2-3 and 1 person per table to respond on QR code link

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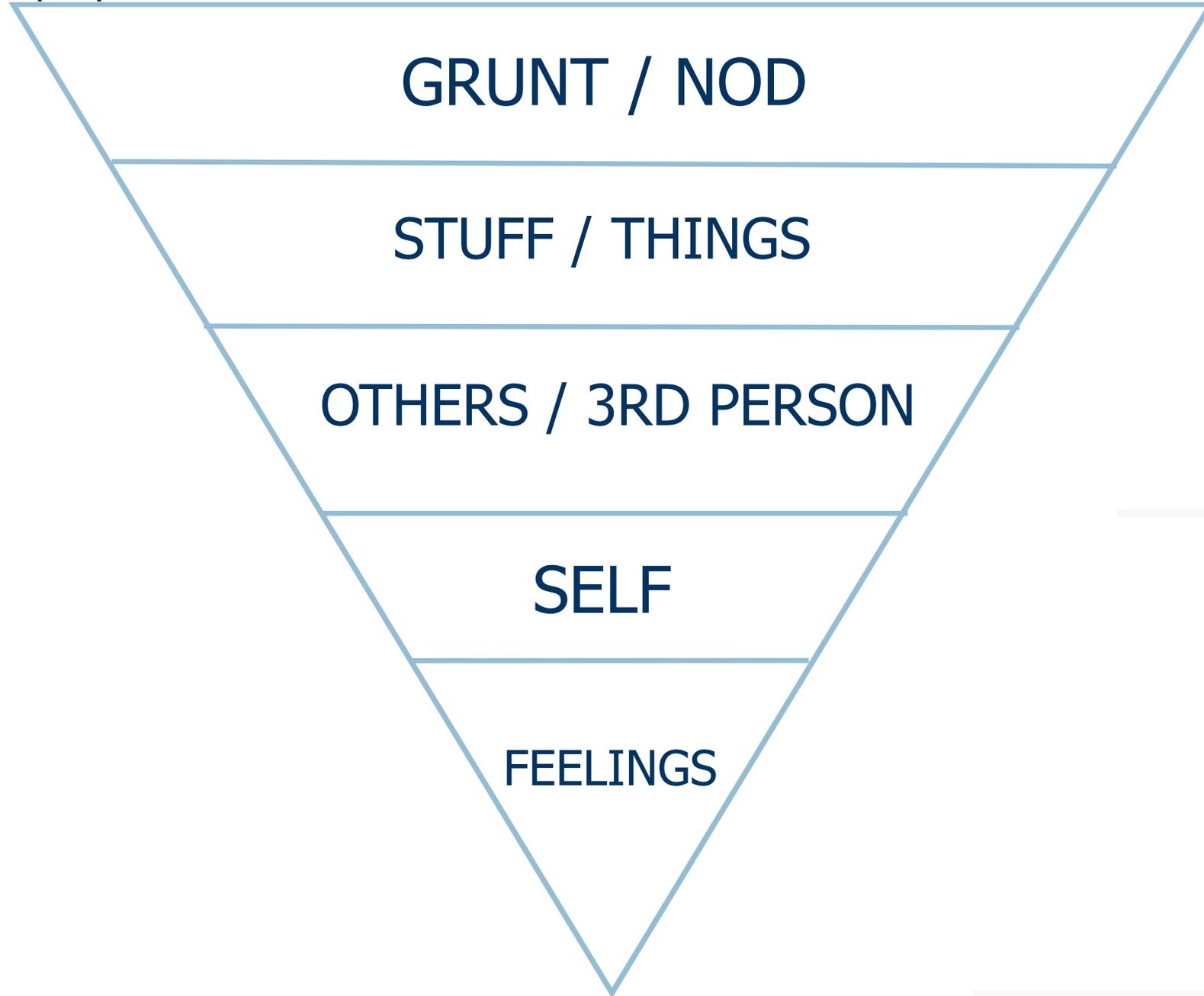
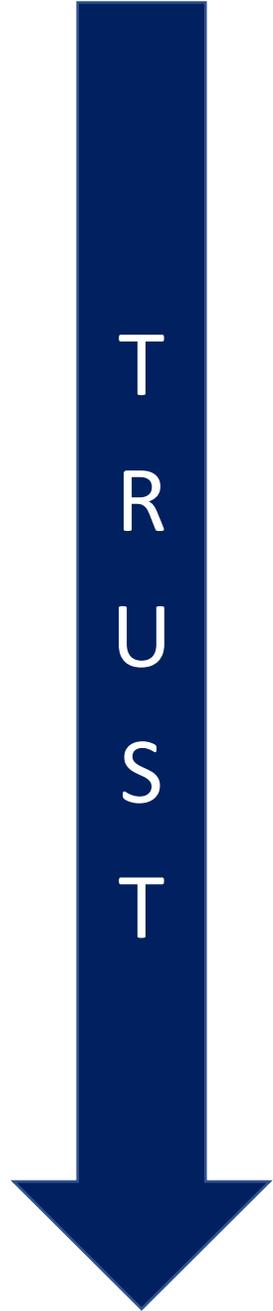
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Strong Professional Relationships

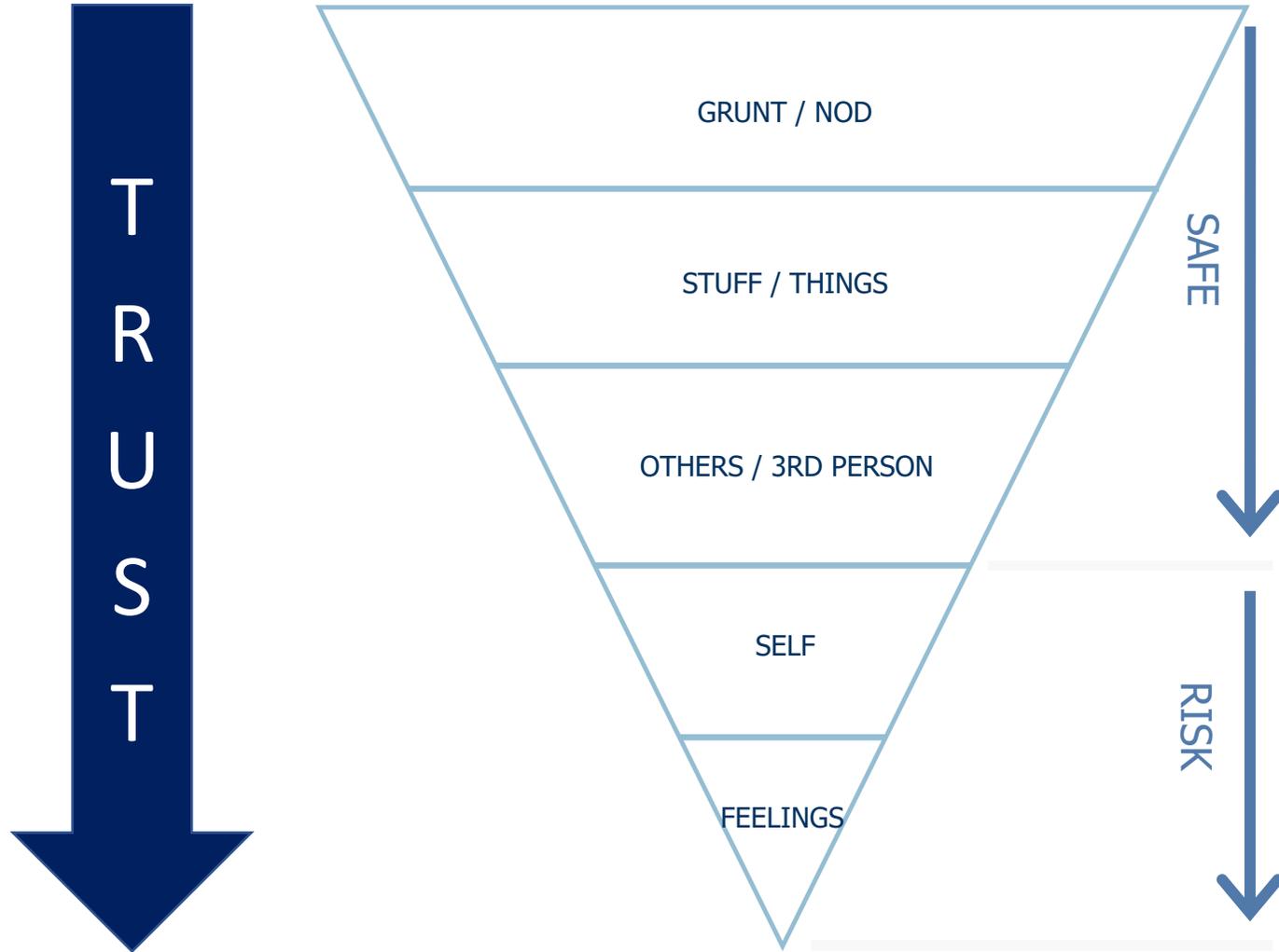
The Relationship Pyramid



SAFE

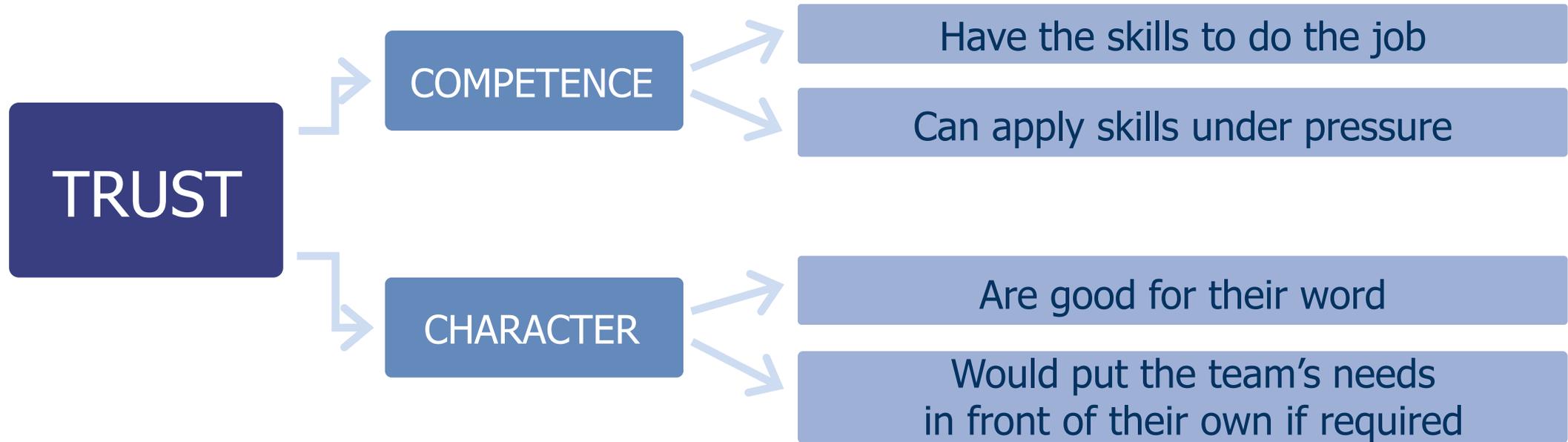
RISK

The Relationship Pyramid



What we normally do

Plot your team
Share





COMPETENCE AND CHARACTER



COMPETENCE

What is the impact if we do nothing?
Are they willing to buy-in to the team?

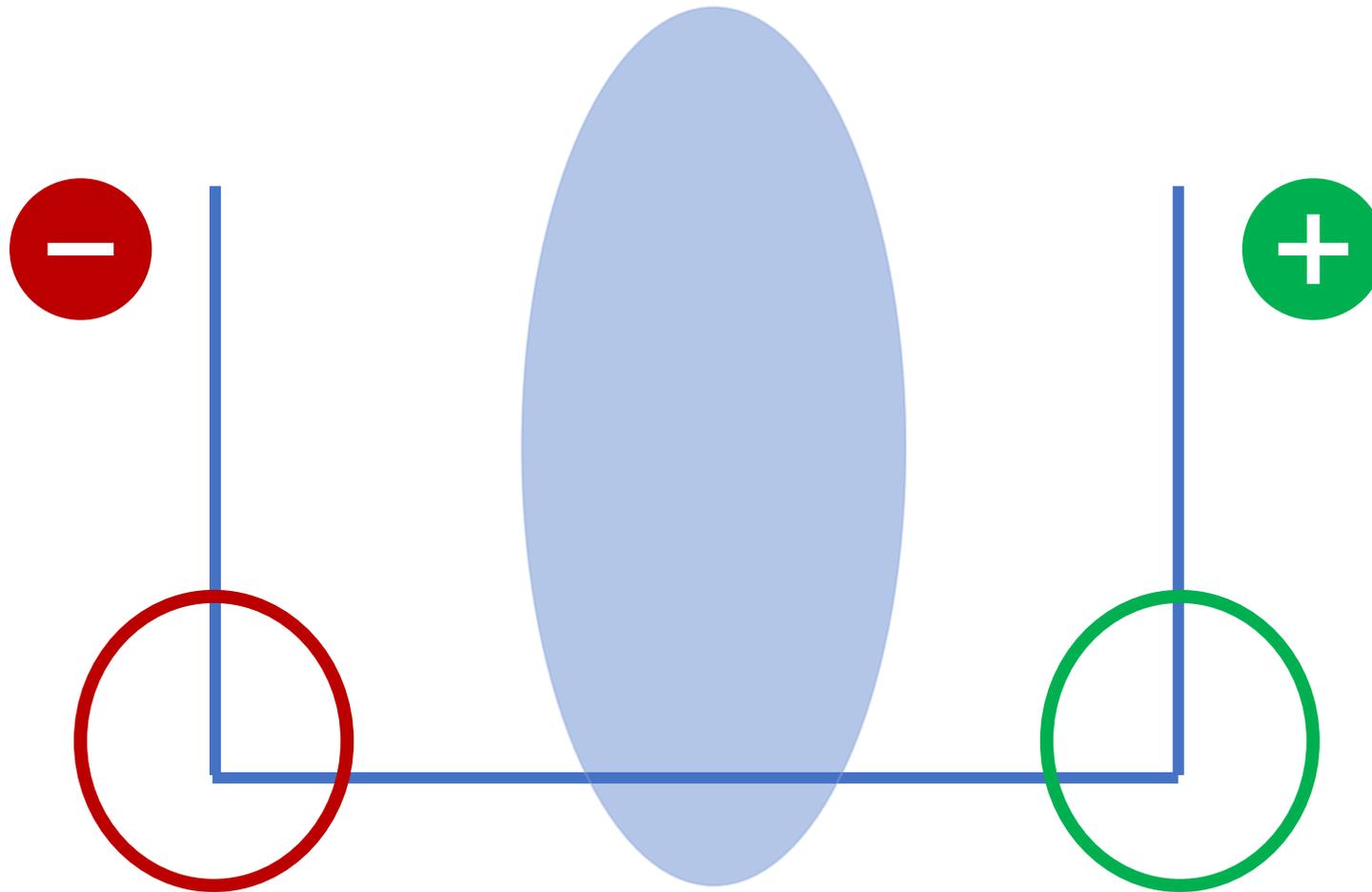
These are our key influencers.
Are we rewarding / recognising them?

How did they get into the organisation?

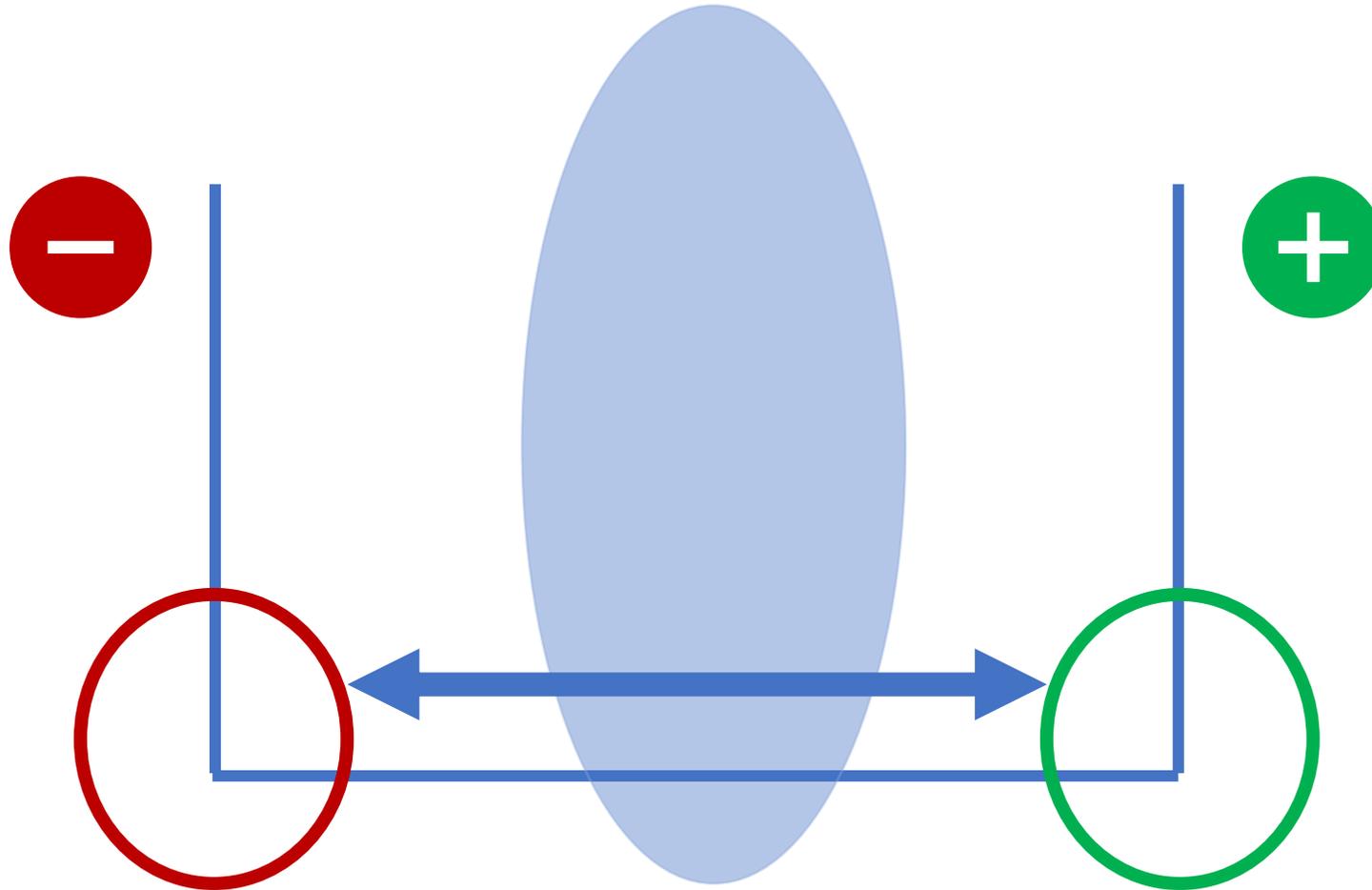
What are we doing for these people to
enhance their skill set?

CHARACTER

Weight of Numbers



Weight of Numbers



COMPETENCE AND CHARACTER

COMPETENCE

10
5
0

5

10

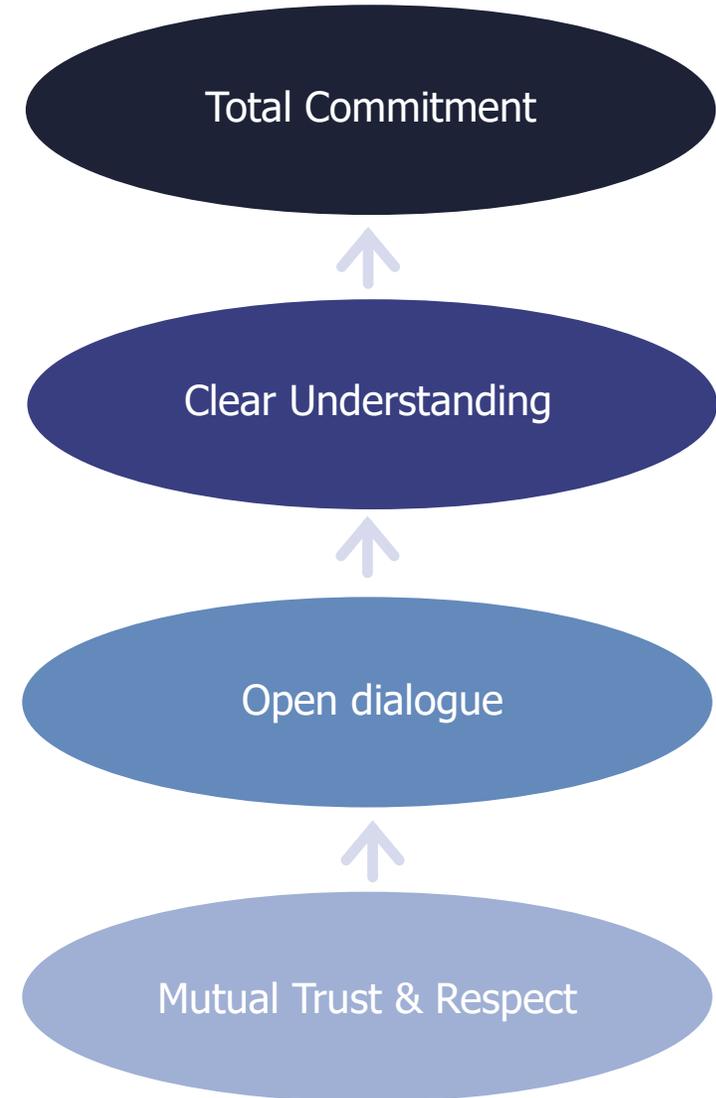
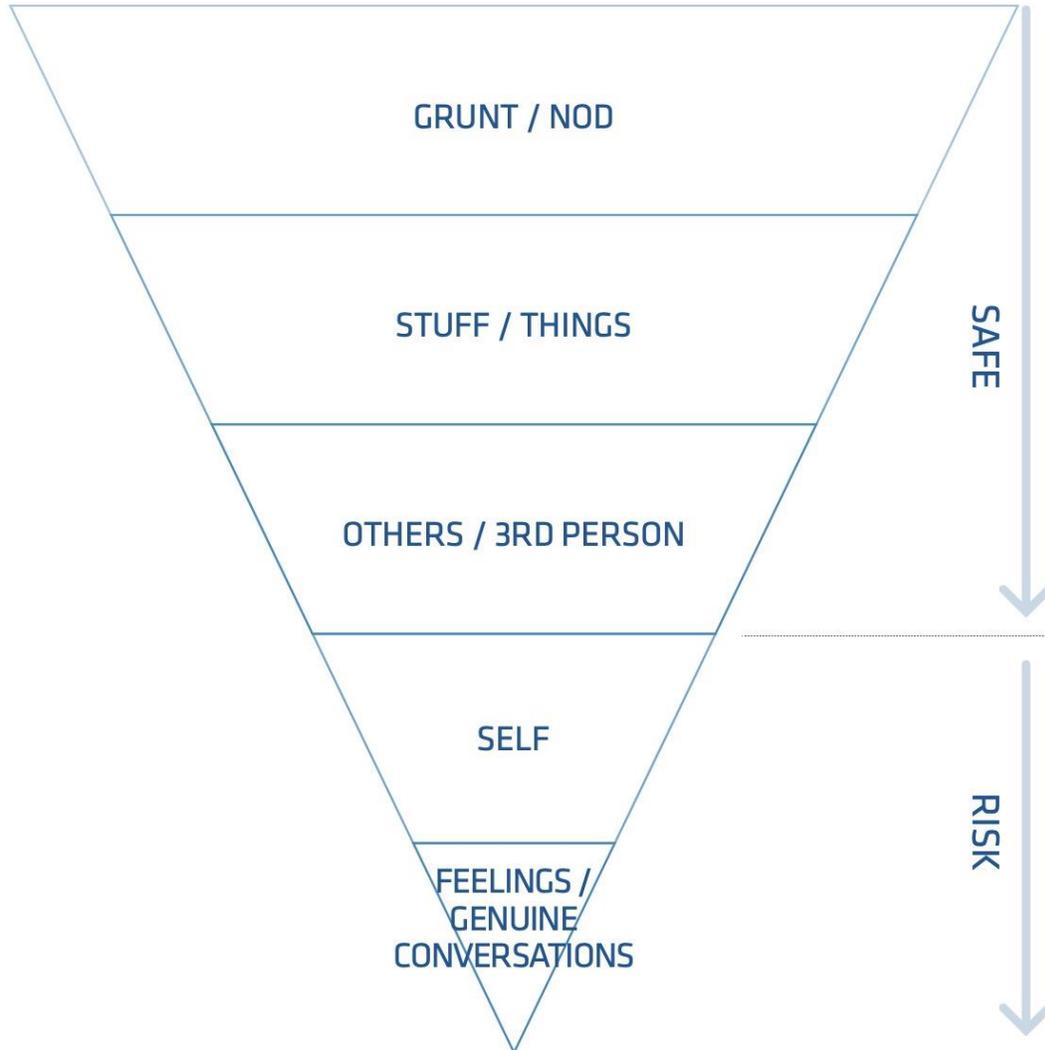
CHARACTER

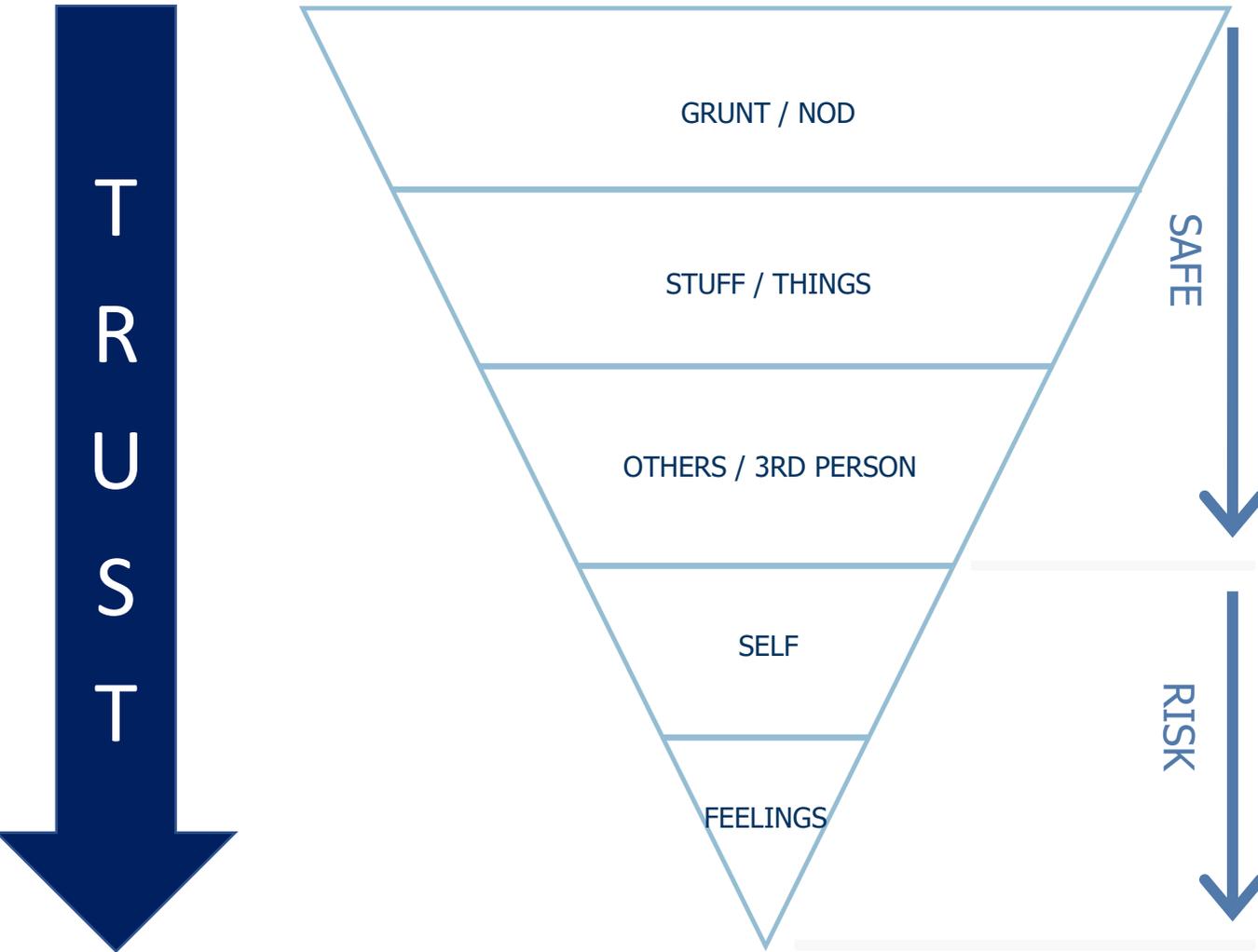
Group Chat: Ideas/Strategies/Plans



1. What are some ways we can reward & recognise our **High Character/High Competence** people? How do we give them greater influence?
2. Why might people be in the **High Competence/Low Character** quadrant? What are some strategies to try to move them? What is the risk if we do nothing?
3. What do we need to consider as leaders for people of **High Character/Low Competence**? How do we support them? What other options do we have?
4. What do we have in our leadership kit bag to help us with **Low Character /Low Competence** ? What is most critical?

THE RELATIONSHIP PYRAMID





Reflection Exercise

Think of the people that are key to your role – manager, peers, direct reports.

Using the model plot them where you believe level of professional relationship you have.

Knowing-is-not doing



Based on what we learned today:

- Is there a relationship you should invest in?
- Is there someone of high character/high competence you should reward?
- Is there someone on the lower parts of the model that you want to lift?
- What else could you do to build trust in your team?

Relationship Pyramid

- Think of the people that are key to your role – manager, peers, direct reports.
- Using the Relationship Pyramid plot them where you believe level of professional relationship you have.

Knowing-is-not doing

Based on what we learned today:

- Is there a relationship you should invest in?
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Share with the
person next to you

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