



“Just like us.”

– Pollyanna Lenkic

POLLYANNA LENKIC

EMPOWERING PEOPLE PERFORMANCE

Erik's team were a highly engaged team, with strong bonds - they were not getting the work done. The team was at risk of losing their roles.

This team valued relationship above all else, it was a key driver for how the team operated. With a strong culture of belonging - until a different view was presented.

The team avoided conflict or disagreement, passive-aggressive humour and comments regularly surfaced in team meetings.

There was an inability to have constructive adult to adult conversations

The underlying mantra was 'don't rock the boat'

Dependency rather than leadership was created, resulting in Erik falling into parenting the team rather than leading the team. He spent hours every week resolving conflict between team members and other departments.

Like 'one of us' a phrase that is often used to describe contentedness and belonging.

When they do not feel or think like 'one of us' a team that doesn't have the skills, capabilities or awareness start to disintegrate causing personal harm. The work doesn't get done.

Teams I work with who invest in the process consistently achieve 25% improvement in engagement and performance.

What does your team value that gets in the way of performance?

Pollyanna