



# Collaboration and Team Building in Action, Communication and Influence in Action

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*Chapter 1*

# FUNDAMENTALS OF TEAM DYNAMICS

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- **Effective teams =  = just people with different skills**
- **Effective teams =  = people with a clear vision and collective goals**

# FUNDAMENTALS OF TEAM DYNAMICS

## 1.1 CLEAR ROLES WITHIN THE TEAM!

### Each member:

- Where their responsibilities **START & END**  
*avoid conflicts!*
- Is aware of their **contributions**  
*equally feels like a valuable member*

# FUNDAMENTALS OF TEAM DYNAMICS

## CONFLICTS

**Good or bad?**

**DEPENDS!**

# FUNDAMENTALS OF TEAM DYNAMICS

 **BAD**

- No constructive solution
- Ineffective communication

**LEAD TO → Bad culture & stagnation!**

# FUNDAMENTALS OF TEAM DYNAMICS

 **GOOD**

- Constructive solutions
- Effective mediation

**LEAD TO → Innovations & growth!**

# FUNDAMENTALS OF TEAM DYNAMICS

## DECISION MAKING WITH THE TEAM

**Team building exercise**

**Litmus test for psychological safety & communication**



# FUNDAMENTALS OF TEAM DYNAMICS

## Effective decision making with the team:

- More cooperation
- Sense of belonging to the team
- Ownership over your tasks / project success

*Chapter 2*

# EFFECTIVE COMMUNICATION

# FUNDAMENTALS OF TEAM DYNAMICS

## TYPES OF COMMUNICATION

**Differing communication styles**

**Ex. Very DIRECT vs. INDIRECT**

**Leader → ADAPTS to styles**

# FUNDAMENTALS OF TEAM DYNAMICS

## **The leader's communication should be:**

- Clear, well articulated
- You respond to what the other person said
- Intentful listening, meant to understand

# FUNDAMENTALS OF TEAM DYNAMICS

## Constructive feedback

- Cultivates growth
- Give it in a neutral way, that doesn't incite defensiveness



## **BUILD A CULTURE OF CONSTRUCTIVE FEEDBACK**

*But in a way that's **expressed gracefully** and **taken neutrally**.*

## *Chapter 3*

# DEVELOPING YOUR INFLUENCE AND LEADERSHIP SKILLS

# FUNDAMENTALS OF TEAM DYNAMICS

- **Influence and motivating others =  =  
Positive reinforcement**
- **Influence and motivating others =  =  
Connecting with others on a deep level**
  - Understand their needs, fears, ambitions...

# FUNDAMENTALS OF TEAM DYNAMICS

## INFLUENCING

Don't → **FORCEFULLY CONVINC**

Do → **INSPIRE and GIVE A VISION**

*So they see VALUE in the path you're offering*



# FUNDAMENTALS OF TEAM DYNAMICS

## LEADERSHIP SKILLS

Are present EVERYWHERE  
*not just for the „people with titles“!*

You gain power NATURALLY by:

- Being a good role model
- Having innovative ideas
- Being fair and ethical

# FUNDAMENTALS OF TEAM DYNAMICS

## **BALANCE of EMPATHY/UNDERSTANDING & DECISIVENESS**

Make sure you don't ENABLE negative or toxic behavior!

Lead with EXAMPLE and INTEGRITY!

***Work on YOURSELF to be deserving of the respect of your team!***

*Chapter 4*

# PERSONAL BRAND AND NETWORKING DIGITALLY

# FUNDAMENTALS OF TEAM DYNAMICS

**PERSONAL BRAND = X = *only* for entrepreneurs, CEOs...**

**PERSONAL BRAND = REPUTATION**

**EVERYONE has one and can work on marketing their successes!**

# FUNDAMENTALS OF TEAM DYNAMICS

## **PERSONAL BRAND encompasses:**

- Your actions
- How you present to the world
- How others perceive you...

# FUNDAMENTALS OF TEAM DYNAMICS

Your reputation in ex. a workplace  
**develops NATURALLY / ORGANICALLY**

**But for a quality brand →**  
**STRUCTURED AND STRATEGIC** about your  
methodology

# FUNDAMENTALS OF TEAM DYNAMICS

Ask yourself:

- *„What do I want to represent?“*
- *„How do I communicate that?“*

*Inside of:*

*Conversations with others;*

*Online interactions via posts, comments...*

# FUNDAMENTALS OF TEAM DYNAMICS

**Social media platforms are TOOLS to spread our message.**

- Not only about posting, but **BUILDING A COMMUNITY**
- Actively participating in dialogues
- **ADDING VALUE** to people

All of the above → **Makes you a respected individual in your community**



# FUNDAMENTALS OF TEAM DYNAMICS

 **KEY INGREDIENT**

→ **! AUTHENTICITY !**

**Your DIGITAL IDENTITY should be**

***A REFLECTION OF YOUR TRUE SELF!***

*„Talent wins games, but  
teamwork and intelligence wins  
championships.“*

- Michael Jordan



# Thank you!