

BUILDING AND GROWING A TEAM  
OR ORGANIZATION - FACING,  
EMBRACING AND OVERCOMING  
THE CHALLENGES



# THANKS & GRATITUDE

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- Thank you to the kind folks at NGA for making this webinar happen:
  - David Jones
  - Brad Butcher
  - Heather Zimny
  - Liz Byrne

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# MEET YOUR HOST BILL CIBERAY

Co-Owner/President of ZiLeZa Consulting LLC

On Mission to Innovate, Empower, and Advance Your Leadership

Power Verse: Isaiah 55:12

Self-Title: Strategic & Organizational Leadership Missionary

25+ Year History of Organizational/Team Development and Business Consulting

Certified SAOL™ Coach & Consultant

# HEADS-UP

## THE PURPOSE OF THIS WEBINAR

- This webinar is designed to:
  - Share knowledge, equip, and empower YOU
  - Encourage you to face, embrace, and overcome any limitations, impediments, and challenges that you, as a team leader, may be experiencing
  - Material covered will inform you on looking at things differently – therefore, it will cause a purposeful disruption to the way you view team building; getting work done through people
  - Whether you are a leader who is excelling, maintaining, or struggling in team/organization building the following material can take you and your team to the next level
  - This is an internal approach: Self-Discovery – it allows you, the leader, to examine where you are excelling and where you and your team could improve
  - In applying the material covered - You need to have Courage, Intent, Willingness, Commitment and Discipline

# WHAT'S BEHIND THE TITLE OF THIS WEBINAR?

Bill's declarative statement: "As a leader, **you must face, embrace, and overcome the challenges** that you, your team, and your organization encounter."

**Face:** Meet the challenges head-on, don't neglect, defer, or ignore them

**Embrace:** View these challenges as an opportunity to grow; INVOLVE yourself in resolving any leadership, alignment, and/or performance issues

**Overcome:** Minimize/Remove insecurities, weaknesses, biases, and push past personal comfort zones by modeling and exemplifying productive and positive behaviors; enact a continuous improvement mindset

# MISSION & VISION STATEMENTS

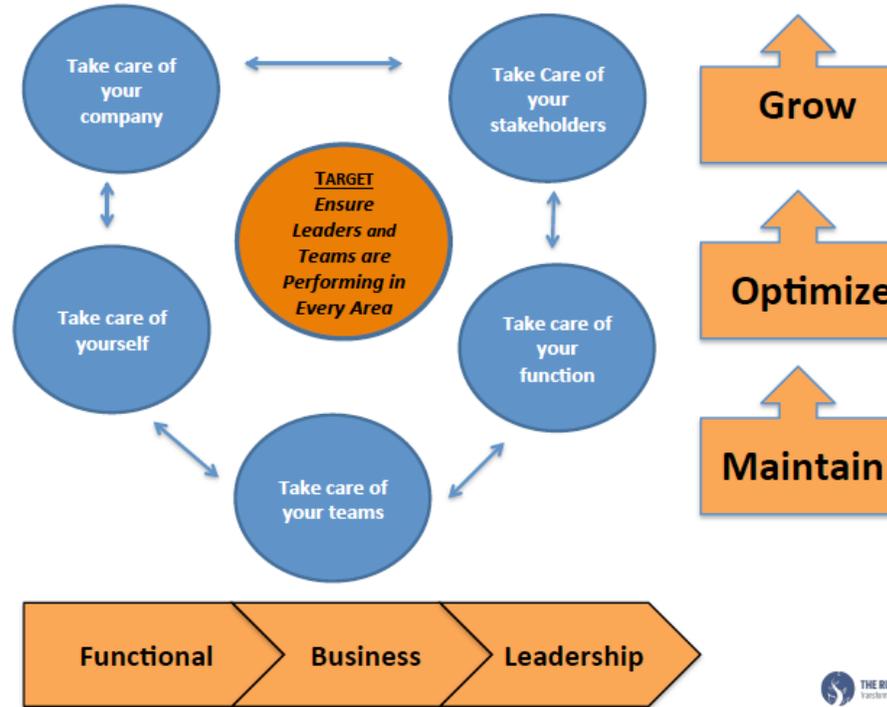
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- **ZiLeZa Consulting's Mission** is to Innovate, Empower and Advance, a business's/organization's greatest asset in charge of progress, its leadership.
- **ZiLeZa Consulting's Vision** is to see individuals, teams, and businesses/organizations, not only meet their own vision and mission statements, but to exceed them.
  - Visit [www.zilezaconsulting.com](http://www.zilezaconsulting.com) for more information regarding our services & focus areas
  - As a Certified SAOL™ Coach and Consultant, my initial and ongoing focus is to resolve leadership, alignment and performance issues that impede business and results.
  - What follows is from *The SAOL™ Organizational Health Methodology*

# FRAMEWORK & FOCUS

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## SAOL™ Organizational Health Methodology





## 5 CORE AREAS OF ORGANIZATIONAL HEALTH & PERFORMANCE

- Taking Care of Company/Organization
- Taking Care of Function/Role
- Taking Care of Team
- Taking Care of Stakeholders (Internal & External)
- Taking Care of Self

**Q:** What do the words “Taking Care of...” mean to you?

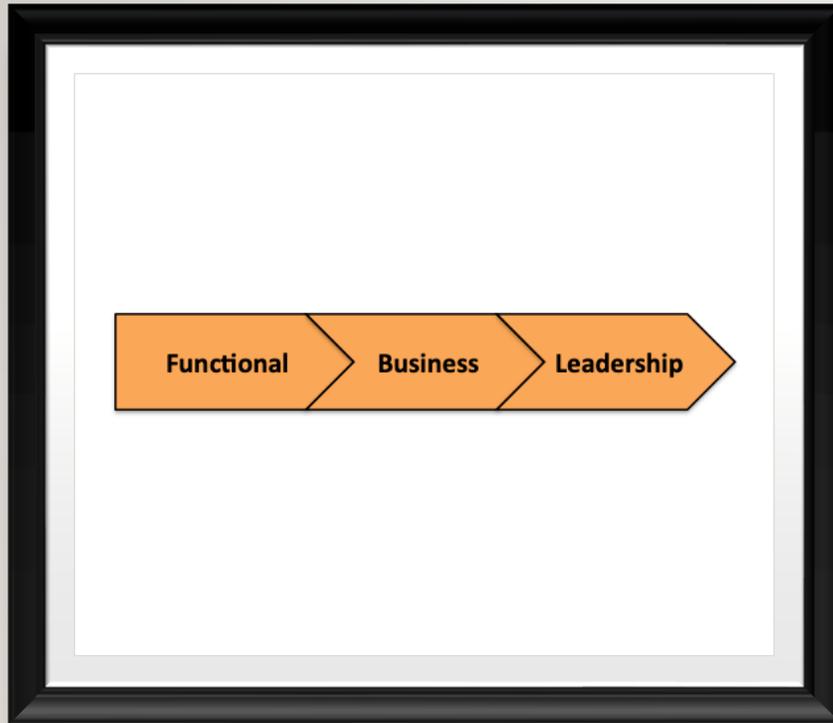
Each one of us will have a different definition and meaning associated with the phrase “Taking Care of...” It is worth calibrating to each team member’s definition and meaning.

**Results:** People experience being valued and honored; this has a positive effect on culture and loyalty to leader, team, and org.

The above core areas of “Taking Care of...” are directly connected to People and Performance

# 3 AREAS OF PERFORMANCE

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**Functional** (Maintain) – what you’re hired for, it’s your education, experience, title, role, and hard skill sets—transactional to meet everyday needs

**Business/Organizational Growth** (Amplify) – intentional effort to **build/grow** the business/organization (Priorities & Decision-Making)

**Leadership** (Amplify) – Critical Areas of Leadership Re: Quality, Experience and Development

**Note:** We, as leaders, want to model each area of performance in our daily work. Leadership sets the tone for others to follow. Breakdown silos. Transparent communication.

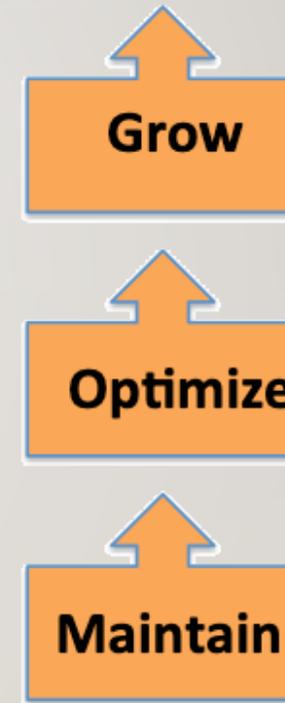
**Q:** If team members (inclusive of the leader), only operate from the functional area, what impact does that have on the team? Have you ever heard this? “I don’t know, that’s not my department.”

# MINDSET FOR CONTINUOUS IMPROVEMENT – TOWARD GROWTH

## MAINTAIN, OPTIMIZE & GROW

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- **Maintain** – connected to roles, responsibilities, and relationships. At the minimum, a person needs to fulfill the requirements of the role, as a leader, team member, or volunteer.
- **Optimize** – connected to intentionally making the role, responsibilities, and relationships more efficient. Inspecting and Adapting to Needs – Improving the Role
- **Grow** – connected to willfully and proactively advancing the mission/vision of the team/organization in every way, shape, and form while in the role
- **Q:** Where could you and/or team stand to improve? Where do you and/or your team spend most of your time?



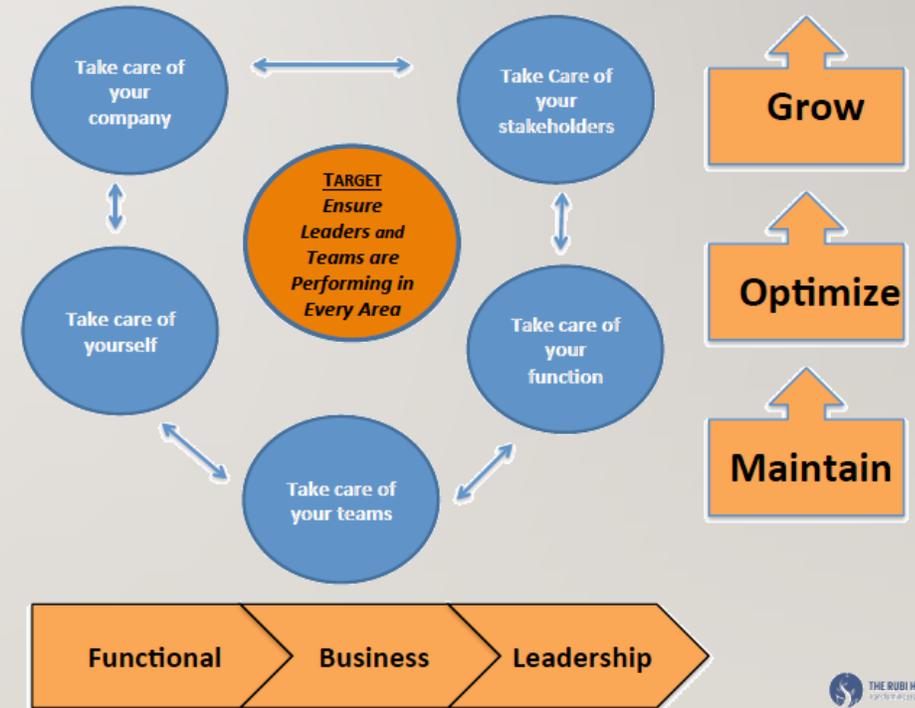
# LET'S REVISIT THE FRAMEWORK & FOCUS

**Q:** What's going on in your mind right now? What's changed from being introduced to this a few slides back to now? Do you see ways to apply these areas (Re: People and Performance)?

## Key Takeaways:

- Leadership sets the tone – to move a team from underperforming to performing; from performing to super-performing – it's about the focus, awareness and development of leadership Re: People & Performance.
- Any one of the areas we covered (taking care of... 3 performance areas, and mindset for continuous Improvement) can have profound positive effects on a team, but when you put them all together, watch out – good things begin to happen!
- Special Note: Our goal is to **work toward a perpetual healthier state of existence** (individually, team, organization); **NOT about perfection.**

## SAOL™ Organizational Health Methodology



# YOU ARE IN THE PEOPLE DEVELOPMENT BUSINESS

- You are in the business of “Taking Care of” so much and so many at the same time. **Q:** Do you realize this?
- Benefits: Transformative from the Inside-Out
  - You, as a leader, are critical to the team’s success in: Trust, Efficacy, Desired Results, Sustainability, Relationships, Conflict Resolution, Accepting Change, and living out the mission/vision.
  - Important to note: We are human beings first and human doings second – in the fast pace we all work in, this is often reversed or forgotten.; where we primarily operate from the “human doing” and forget about the “human being” part.
  - The more we as leaders can decrease and remove the gap that exists between a stated expectation and the experience – the more we achieve a healthier dynamic within the team and organization.
  - If you and your team’s needs are being met on the internal front (equipped and empowered), then they in turn are able to more fully connect and engage external stakeholders. Build the team & build the organization.

USE THESE THREE  
QUESTIONS TO  
HELP CLOSE THE  
GAP BETWEEN  
EXPECTATIONS  
AND  
EXPERIENCES

- What's working?
- What's not working?
- What needs to be improved?

## WORKS CITED

- Strategic Agile Organizational Leadership (SAOL™) is the trademark of The Rubi Ho Group
- To learn more about SAOL™ Certification, Affiliation and Methodology, please visit [www.therubihogroup.com](http://www.therubihogroup.com).

## BILL CIBERAY'S CONTACT INFO

- If the material today inspired you and encouraged you, then awesome!
- If the material covered today left you with more questions, then answers, then awesome! Please feel free to reach out to me via email at [bill@zlezconsulting.com](mailto:bill@zlezconsulting.com) or by phone at 508-977-7781
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- Check out [www.zilezaconsulting.com](http://www.zilezaconsulting.com) for more information about ZiLeZa Consulting's services for: Strategic & Organizational Leadership Consulting, Agile Adoption & Coaching Practices, Executive Coaching and Team Development.