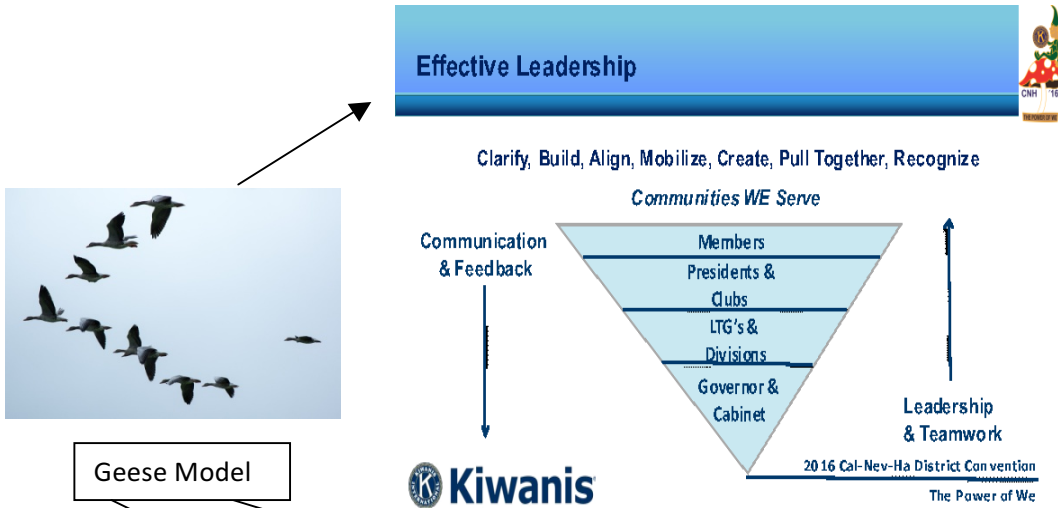


## CA-NEV-HA District Power of "WE"----High Performance Teamwork in Action Summary

Governor Pete Edwards very strong emphasis this year is the "Power of WE". The **Power of We** is a set of teamwork concepts & tools to continuously use the collective the skills, talents, gifts and energy of our nearly 10,000 District members to achieve our excellence goals. All for one and one for all. If you do the math it's a multiplier 1x1x1 of all our District members not an addition 1+1+1.

**It's WEism rather than MEism.**



District Leadership function is an upside down triangle; meaning at each level we are here to support club members and the communities WE serve – **The Power of WE.**

Leadership and Teamwork starts with the Governor/Cabinet and ends with our community partners – being reinforced at each level.

Power of We key Leadership & Teamwork best practices that support a clearer understanding and use: Resource--- Pulling Together, 10 Rules (Guiding Values) for High Performance Teamwork (HPT), John J. Murphy.

10 Rules	Application
1. HPT-Put the Team First	By flying together in a V-formation, the whole flock can fly about 70% farther with the same amount of energy than if each goose flew alone. <b>Lesson:</b> By buying into a common direction & working together, cooperating & using the thrust & energy of team members WE succeed-WE get where WE want to go.
2. HPT-Communicate Openly-Candidly	Geese honk (recognition). Geese honk from behind to communicate encouragement for other "Team members" to keep up. (Recognizing the Situation). <b>Lessons:</b> We need to make sure our honking is encouraging. Open encouragement & recognition, the motivation & results are much greater.
3. HPT-Be Part of the Solution, Not Part of the Problem	Whenever a goose becomes unable to fly (becomes sick, gets a bullet in the belly, etc.) two other geese fall out of formation and stay with their fallen comrade until the impaired goose is able to fly or dies. <b>Lessons:</b> If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong. Focus on contributing to growth & helping team members, especially new members (mentoring, coaching). We all need help at times. If help is personally needed: Just Ask.
4. HPT-Respect Diversity	When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power/strengths of the bird immediately in front of it. <b>Lessons:</b> Build & use the variety of team knowledge, experience & skills. Knowing member skills/gifts to benefit from strengths and build/develop needed capabilities to adapt to change (coaching & mentors—club/Div Counselors).
5. HPT-Ask & Encourage the Right Questions	By communicating signals & connecting (aka asking questions) geese are able to encourage team members & support focus, direction & pulling the flock to its destination (Goal). <b>Lessons:</b> Asking good questions WE are productive, positive creative and can get us what we need. Includes listening for understanding. Use Inquiry (seeking information-(5Ws/H) vs advocating (telling).
6. HPT-Use a Rational Problem Solving Process	Geese completely problem solve challenges to their route (vision-goal) by quickly adjusting to out of formation drag, V line of sight, "off course" path & destination obstacles. <b>Lessons:</b> WE need to use experience & systematic tools (see back) to: Identify what is the problem situation & select, apply & track the best balanced solution.
7. HPT-Build Trust with Integrity & Example	When the lead goose tires, it rotates back into the formation and another goose flies to the point position. <b>Lesson:</b> Develop, demonstrate & share leadership. As with geese, <b>people are interdependent</b> on each other's skills, capabilities and unique arrangements of gifts, talents or resources.
8. HPT-Commit to Excellence	Geese demonstrate excellence by repeating best practices that lead to a successful journey for all team members. <b>Lessons: Commit to Excellence.</b> Focus on positive change actions (strengths) and continuous improvement <b>Green-Red</b> (adapting). Know and apply best practices continuously – <b>The habit</b> of applying best practices. Know and apply best practices continuously
9. HPT-Promote Independent Thinking-	Geese use their intelligence (independent thinking), instinct & interdependency to adapt to challenging or new environments (habitats/route). <b>Lesson:</b> Increase the use of critical independent thinking to move from WIIFM to WIIFW(e).
10. HPT-Pull the Weeds---- Cultivation of growth	Collective cultivation of flock growth ( <b>Pull the Weeds</b> ) is shown by patience, perseverance & caring. <b>Lesson:</b> Takes time to build, develop & grow effective teamwork, relationships & success. Increase strengths and reduce weak areas.