

MBA Orientation: Leadership in High Performance Teams

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Meet your team

Introduce yourself to your team

- What's **one thing** most people **know** about you?
- What's **one thing** that most people **do not know** about you?

How is the UBC ropes course a metaphor for the MBA program?





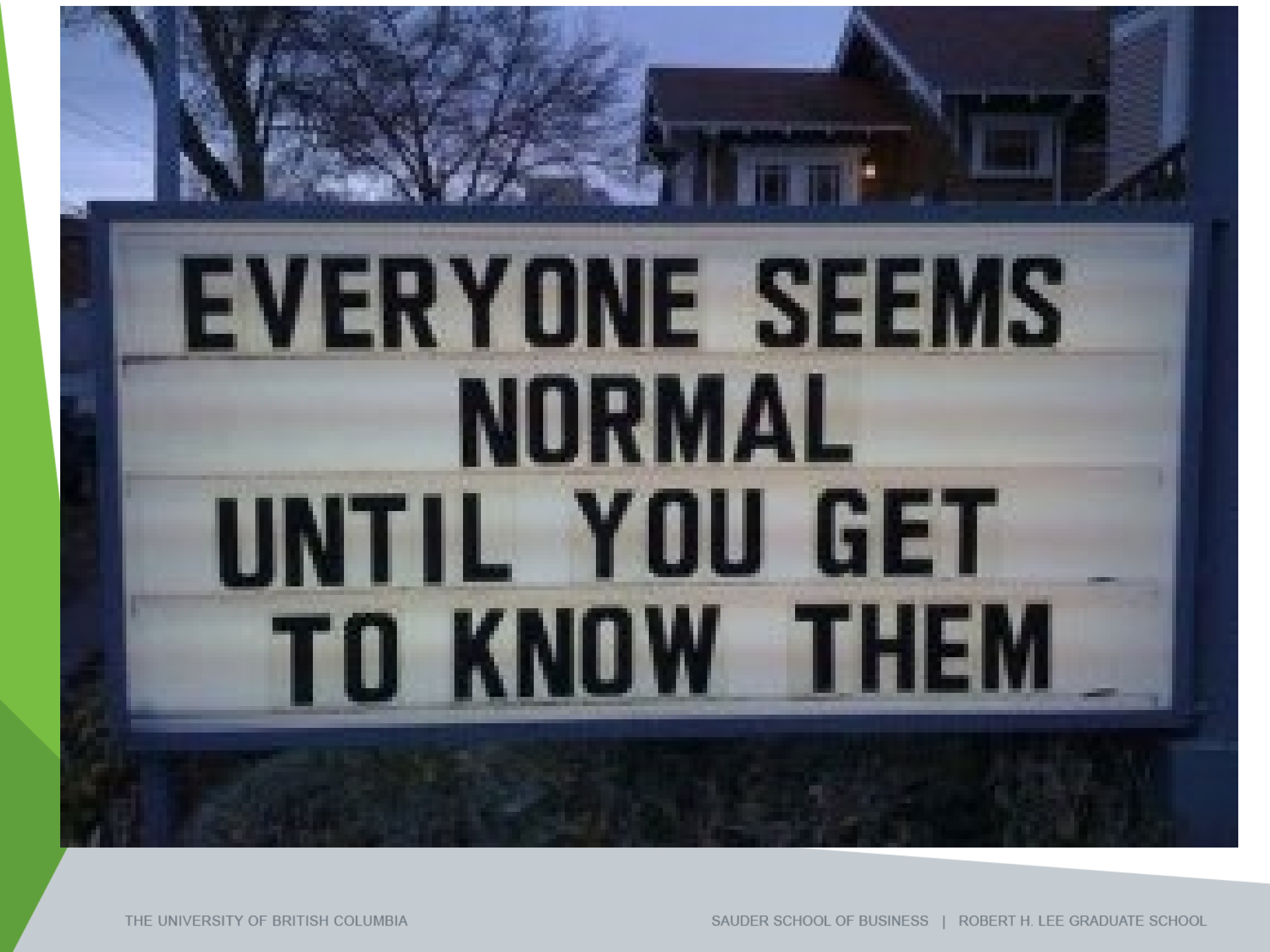






How Teams Develop (Tuckman, 1965; Tuckman & Jensen, 1977)

- Forming
- Storming
- Norming
- Performing
- Adjourning

A photograph of a white sign with black text, set against a dark, moody background of a house at dusk. The sign is the central focus, with the text arranged in four lines. The background shows a house with a chimney and a window, with trees in the foreground. The overall tone is somber and reflective.

**EVERYONE SEEMS
NORMAL
UNTIL YOU GET
TO KNOW THEM**

Team Awareness: Locating Your Team's Assets



On your own:

- What 2-3 strengths do I bring to the team?
- In what 1-2 areas do I need help from the team?
- What challenges have I had with previous teams?
- What (and when and how) feedback do I need from the team?

Share in group (3 - 4 min per person)

Conditions for High Performance Teams (Katzenbach & Smith, 2013; Salas et al., 2018)

- Urgency and direction; “purpose”
- Select members based on skills and skill potential
- Early moments matter
- Clear roles and rules of behavior
- Set performance-oriented goals; celebrate wins
- Challenge group regularly with questions
- Time together – scheduled and unscheduled
- Psychological safety

I can do things you cannot. You can do things I cannot. Together we can do great things.

Mother Teresa

Enjoy the Present

