



WICSEC 2024 Workshop: Puzzling Together a Stronger Team



Presenters:

April Klatt, WICSEC President / Steve Roddy, TX Deputy Director of Child Support / Liz Bullard, Grays Peak Strategies

How do you know if you have all the elements for an effective, high performing team? According to Google's Project Aristotle, high-performing teams have five key elements. How does your team match up?

- Psychological safety: Team members feel comfortable taking risks without fear of embarrassment or insecurity. Google considers this the most important element.

This is what that looks like on a team: Take risk, Speak-up without fear, Admit mistakes, Trust, Inclusive, Vulnerability

- Dependability: Teams consistently deliver high-quality work on time.

This is what that looks like on a team: Take Responsibility for our Actions, Support Each Other, Show-up, Committed to Peers, Take Pride in Our Work

- Structure and clarity: Teams have clear goals, roles, and execution plans. Google also assembles teams based on individual strengths and chemistry.

This is what that looks like on a team: Clear Goals, Clear Roles, Clear vision,

- Meaning of work: Team members believe their work is purposeful and important.

This is what that looks like on a team:
Shared Purpose, Committed to Success,
Bigger than Us

- Impact of work: Teams believe their work positively impacts the lives of others.

This is what that looks like on a team: We
Make a Difference, Believe in what we do

