



Leading from the ground up



For new or renewing leaders

Module: Team dynamics Conversation guide

1. Current difficulties: What are some of the difficult dynamics you or your team are currently facing? How would you interpret the issues and possible solutions if you:
 - a) Approach them as a problem caused by a difficult person?
 - b) Approach them as a problem occurring because a suitable dynamic has not yet be found?

2. Frustrated help: What are some of the experiences your team has of trying to help someone (a team member, client, stakeholder, other part of the organisation) where their efforts get frustrated? How could they work with the other party to develop a mutually beneficial approach and outcomes?

3. Support: When dealing with persistent difficult dynamics, who are the people you can rely on for support? What support do you want from them? How can you let them know when you need support?

4. Stress: After a period of dealing with difficult dynamics, how can you release the stress so you don't carry it around with you and contaminate other work or home relationships?



5. Trust and performance: Trust correlates with higher team performance. How widely and deeply is trust shared across your team? What are the challenges that interfere with confident trust between people?

6. Trust and delegation: How do you help team members develop their ability so you can trust them more and they can trust each other more? When you delegate and trust them, how do you make sure you are still exercising your responsibility for the delegated activities?

7. Trust building: Which of the three common trust foundations need growth and reinforcing in your team or with its stakeholders? What steps can you take to develop trustworthiness in this area?

8. Trust repair: Where has trust been wounded in your team or with its stakeholders? Which foundations are affected and what steps can you take to restore them?



Additional Notes

