

Teap.

Everyone deserves a little couch-time.



Quarterly Leadership Series

"Me, Them, & Us":

Healthy Viewpoints from Organizational Leaders

Presented by
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Douglas E. Noll, JD, MA

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Key Takeaways

Discuss the importance of understanding personal viewpoints, respecting others' perspectives, and fostering a collective mindset.

- ✓ Recognize the balance between individual and team perspectives
- ✓ Learn techniques to integrate different viewpoints effectively.
- ✓ Foster a collaborative environment in leadership.



What is the 'Me' Perspective?

- Focus on personal values, beliefs, and leadership style.
- Why it matters: self-awareness is key to strong leadership.



Healthy Self-Leadership

Key Traits



Confidence

A leader must trust their own abilities.



Integrity

Align actions with core values.



Responsibility

Accept accountability for actions and decisions.

Strategies: Practicing self-reflection, setting personal boundaries, and remaining open to learning.

Reflections (poll)

Ask the audience to reflect on a recent decision they made as a leader. What personal values influenced that decision?



What is the 'Them' Perspective?

- Focusing on understanding team members' viewpoints.
- Importance: Empathy and inclusion in leadership decisions.

Empathy in Leadership

Techniques



Active Listening

Genuinely understanding team members' thoughts.



Seeking Diverse Opinions

Encourage the team to share their ideas freely.



Building Trust

Create a safe environment where feedback is valued.

Case Study: Integrating Team Perspectives for Organizational Change

Mia, a newly appointed operations director at a mid-sized tech company, was tasked with improving internal processes to boost efficiency. The company had recently gone through rapid growth, but the infrastructure was struggling to keep up with the increasing workload. Mia had her own ideas about implementing stricter workflow systems to maintain order (Me perspective).

Challenges

Mia's initial plans, while well thought out, faced resistance from the team. Many employees, especially those who had been with the company from the start, were more used to flexibility in how they worked and feared that new systems would restrict their autonomy. They expressed concerns that the proposed changes would hurt their creativity and morale (Them perspective).

Mia's

Approach: Rather than pushing through with her original vision, Mia decided to host a series of open discussions with the team to better understand their needs and concerns. During these meetings, Mia practiced active listening—letting her team openly voice their opinions, frustrations, and suggestions without judgment. She also conducted surveys to ensure she was gathering input from quieter team members.

She realized that the team valued flexibility and creative freedom in their workflow but also agreed that some form of structure was necessary to manage their expanding workload. By gathering this information, Mia revised her approach, proposing a hybrid system that balanced structure with flexibility. This approach allowed for clear guidelines but left room for individual team members to personalize aspects of their workflow (Us perspective).

Outcome

By integrating both her own ideas and the team's input, Mia was able to foster a stronger sense of collaboration. The hybrid workflow system increased productivity without sacrificing the team's sense of autonomy. As a result, morale improved, and employees felt more engaged in the process of change because they had a voice in the outcome.

The company also saw a 15% increase in project completion rates and a noticeable improvement in team satisfaction, reflected in their employee engagement surveys.

Key

- **Takeaways:** Mia's success came from balancing her own leadership perspective (Me) with the team's input (Them), resulting in a collaborative and practical solution (Us).
- Empathy, active listening, and open communication were key tools that helped her shift from an isolated viewpoint to a collective vision.



Reflections (poll)

How do you actively listen to your team? What challenges do you face when integrating their perspectives?



What is the 'Us' Perspective?

- Collaboration: Combining individual and team perspectives for a shared vision.
- Importance: Strength in unity and shared purpose.

Building a Collaborative Culture

Best Practices



Fostering Transparency

Be open about decisions and processes.



Open Communication

Encourage dialogue at all levels of the organization.



Aligning Goals

Make sure individual goals align with the larger team or organizational objectives.

Case Study: Creating Alignment for Team Success

Background

A marketing manager named Alex was leading a diverse team at a mid-sized tech company. The company was preparing for the launch of a major new product, but the team was struggling to align on key marketing strategies. Each department (content creation, social media, and design) had its own vision for the campaign, and communication breakdowns were causing delays. Tensions were rising as deadlines approached.

Challenges

Alex noticed that while each department was working hard, they were not working together. The content team wanted to focus on technical product features, the social media team was leaning toward a more light-hearted, interactive approach, and the design team was focused on a clean, minimalist visual style that didn't quite align with either direction. Without alignment, the campaign risked being disjointed and ineffective.

Approach:

Instead of forcing his own solution, Alex decided to take a collaborative approach to create alignment. He organized a series of cross-functional workshops where each team could present their vision and explain their rationale. He encouraged open dialogue and active listening, ensuring that everyone had a voice.

During these discussions, it became clear that all teams shared the same ultimate goal: to highlight the product's unique features in a way that resonated with both tech-savvy users and casual consumers. Alex helped guide the conversation to focus on common ground—combining the technical depth with the fun, approachable style of the social media plan, and allowing the design team to adapt their visuals to better complement both approaches.

Solution

Alex facilitated the creation of a unified campaign strategy that took elements from all teams. The content team provided the technical information, but it was presented in a more engaging and simplified way for social media. The design team created visuals that balanced technical sophistication with a fun, consumer-friendly appeal.

Outcome

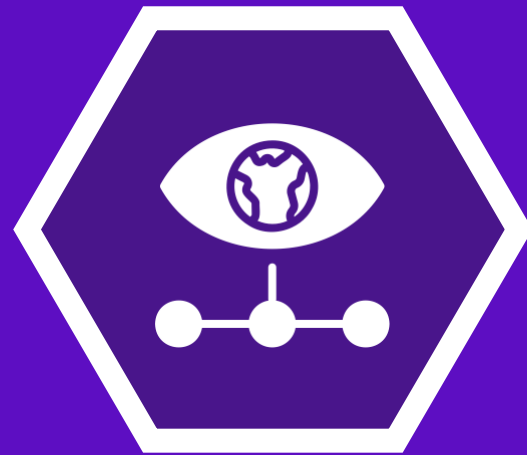
The result was a highly successful product launch that exceeded sales targets by 20% in the first quarter. The cohesive campaign appealed to both tech enthusiasts and everyday users, thanks to the collaborative effort between departments.

Alex's leadership not only delivered a successful campaign but also improved team morale and communication for future projects. The team felt more connected, knowing that their voices had been heard and valued.

Key

- **Facilitating open communication** can uncover shared goals and lead to better collaboration.
- **Active listening and inclusion** help bridge gaps between different teams and viewpoints.
- **Finding common ground** allows for the development of solutions that satisfy all parties, leading to more cohesive and successful outcomes.

Barriers to Harmonizing 'Me,' 'Them,' and 'Us



Common issues

Conflict of interest, miscommunication, and resistance to change.

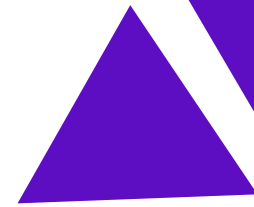


Solutions

Conflict resolution techniques, mediating differing viewpoints, and change management strategies.

“The strength of the team is each individual member. The strength of each member is the team.”

— Phil Jackson





Thank You



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