

Chapter 15: Cohesion

CHAPTER HIGHLIGHTS

- A cohesive unit operates in sync and as a single unit, through a combination of unselfishness, belief, clear roles, and communication
- The best teams are like a puzzle: different but complementary pieces create the final picture—one missing piece and the puzzle is incomplete
- Great teams suffer and celebrate together
- There are few things in life and business more satisfying than a team coming together to achieve something they couldn't do individually



QUICK TAKES (5 MINUTES)

Tell me about your favorite time when this team came together to achieve something we couldn't do individually.



EXERCISE (15 MINUTES)

Instructions: Use a whiteboard or flipchart and list out: Communication, Belief, Unselfishness, and Clear Roles. Explain that cohesion starts with a hire. For each of the 4 items listed, what is something an ideal candidate would bring in regards to each one?



GROUP DISCUSSION (20+ MINUTES)

1. Where can this team get better cohesion?
2. How can we increase cohesion as a team?
3. What part of cohesion is the most challenging for you?
4. Taking time to celebrate victories is important. What's a victory you've had this week or this month that you'd like to share and celebrate with the team?
5. What's one area or thing you'd like someone to "assist" you with? Maybe it's a current project, etc. Now is the time to ask for help.