

Harnessing the Energy of Your Team

How to Inspire Hope, Optimism, and Teamwork in Those You Lead

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Antarctic Expedition



It is Dec. 1914 & you've been selected to lead an expedition across Antarctica beginning in just one month. Time is of the essence!

Select a scribe to write down your plan.

Number 1 to 20, then brainstorm just 20 things you need to do or take to succeed. Example:

1. Ship
2. Food
3. Crew

Work Fast!

You have **4 minutes!**



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Antarctic Expedition – *An Unexpected Wrinkle*

REMOVE items: 1, 3, 5, 9, 13, 17, & 18.

Use your agility, problem-solving & creativity to identify how you can still make the journey without the items you removed.

Be prepared to share what you decided with the full group.



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Reflection

- What was your initial reaction when you were asked to change your list?
- How did *your reaction* to “the wrinkle” influence your contribution to your team’s solution?
- What is the application of this experience to your leadership actions in the resource-constrained situations you face?



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Earnest Shackleton



Though many things had to go right for them to make it, the crew saw one thing as the most significant factor in their survival...

...their leader's ability to inspire **hope**, **optimism**, and **teamwork** through the worst conditions over tedious, stressful, and seemingly unending months of brutal danger.



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Solution Exploration: Recruiting New Talent



Brainstorm a list of “assets” to leverage when recruiting new talent.

Four minutes!



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Solution Exploration: Recruiting New Talent (cont.)

Seven minutes

1 minute – Introduce yourselves

1 minute –

- Select a Scribe (records ideas and voting results)
- Select Timekeeper (enforces time limits to meet deadlines)

4 minutes – Brainstorm ideas on how to capitalize on the top “asset” selected today to enhance recruiting

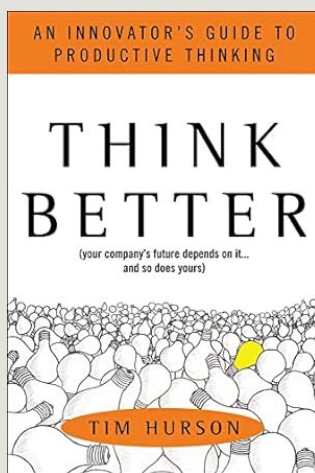
1 minute – Your group votes for the top two ideas



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Guidelines for Successful Brainstorming



List as many ideas as possible - as quickly as possible (4 minutes)

You can build on other ideas

Avoid any form of assessing the value of ideas being suggested. Quantity over quality.

Think out-of-the box. Successful innovation occurs in the space between the familiar and the novel.



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Solution Exploration: Recruiting New Talent

Seven minutes

1 minute – Introduce yourselves

1 minute –

- Select a Scribe (records ideas and voting results)
- Select Timekeeper (enforces time limits to meet deadlines)

4 minutes – Brainstorm ideas on how to capitalize on the top “asset” selected today to enhance recruiting

1 minute – Your group votes for the top two ideas



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Solution Exploration: Recruiting New Talent (cont.)

Seven minutes: **REPEAT IN NEW GROUPS** ***Each scribe remains at the same table.***

1 minute – Introduce yourselves

1 minute –

- Select a Scribe (records ideas and voting results)
- Select Timekeeper (enforces time limits to meet deadlines)

4 minutes – Brainstorm ideas on how to capitalize on the next top “asset” selected today

1 minute – Your group votes for the top two ideas



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Reflection

- It is difficult not to react by being dismissive of new ideas
- Creates energy & feelings of progress
- Causes team members to be valued
- Uncovers new pathways toward success

People will support what they helped to create.



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Earnest Shackleton




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Questions?



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Thank You

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