

PLAN OF INSTRUCTION – T.E.A.M. Leadership Model

SUBJECT:

- Communication & Commitment

STUDENT INSTRUCTIONAL MATERIALS:

- Student Study Guide
- Student Personality Assessments

AUDIOVISUAL AIDS:

- Power Point Presentation
- Dry Erase Board
- Flip Note Pad

TEACHING METHODS & PREPARATION:

- Active Learning / Scenarios / Group Discussion
- Prepare classroom and check that all equipment is working properly
- Ensure you have course materials for all students

INTRODUCTION

ATTENTION:

- When you think of a foundation what comes to mind? (Discuss Parthenon)

OVERVIEW:

- The TEAM Leadership Model is supported by the foundational idea that communication and commitment within organizations is vital to success.
- Communication with all stakeholders who are part of the organization drives commitment to a shared purpose.

OBJECTIVE:

- The objective of this discussion is to explore how communication and commitment can drive the success of organizations.

MOTIVATION:

- Understanding the importance of communication
- How to communicate successfully
- How communication sets the climate and tone within an organization
- How communication drives commitment and a shared purpose

BODY

COMMUNICATION:

- Communication must be strategy focused
- Leaders must continually and clearly articulate the goals and objectives of the organization
- Leadership requires checking for team understanding and agreement
- Leaders must confirm understanding of strategy at every level of the organization
- Communication requires the sharing of clear expectations
- Successful leaders don't project expectations
- Communication should be open, direct, and respectful between all members of an organization
- Successful leaders encourage team members to speak truth to power

- Communication must take the high road through the utilization of emotional intelligence, empathy, critical thinking and objectivity
- Successful leaders pursue context in all circumstances

COMMITMENT:

- Commitment requires engagement by leadership
- Proactively seeking the context, background, and influences that impact the circumstances in any situation
- Commitment is reflected in intensity of purpose of leadership
- It is displayed by individual team members and the entire organization
- Commitment seeks to build the best possible version of an organization
- Effective leaders do not retain those who cannot, choose not, or are not capable of meeting organizational standards
- Commitment is a promise to not arbitrarily pick and choose guidance, core values, and organizational strategies to disregard or follow
- Commitment means team members serve as wingmen to each other
- Reflected in a willingness to give and receive honest and respectful feedback
- Effective feedback is aligned with the organizational mission and strategy

APPLICATION:

- Communication: Utilize personality assessment taken by the students to discuss how they enhance and create understanding of effective communication
- Communication: Ask students to provide examples of organizations or leaders who they believed were good or bad at communicating.
- Commitment: Guided group discussion to explore what commitment means to them personally and professionally

CONCLUSION

SUMMARY:

- During this module we have discussed communication and why it is important to the success of organizations. We have also discussed how communication serves to foster commitment within organizations.

REMOTIVATION:

- As leaders we need to continuously improve our communication within organizations. The way we communicate sets the climate (tone) which drives a culture of commitment to organizational goals.

CLOSURE:

- As applicable.