

II. À La Mode Teams: Ideas to enhance creativity, effectiveness, and positivity on teams

In this economy everyone seems to be looking for untapped resources to do more with less. Teams have a player that is often underutilized. It's called the relationship system and it is greater than the sum of its parts. This energetic field or "third entity"[™] is what exists between and among all the team members. It's an organic, self-organizing, and living system that is created naturally when teams come together to produce results. If we choose to notice and listen, the "voice of the system" has information, wisdom, and power to share.

To learn more start attending to the emotional field of a team. Try the following practice developed by Team Coaching International at a team meeting:

- 1- Become more aware of the "vibe" or atmosphere of a team. Play with metaphor by periodically asking, "What's the weather?"
- 2- Name it. Is it sunny or cloudy? Is there a storm on the horizon or is it foggy? Did a tornado just blow through or is it a calm, clear moment?
- 3- Discuss what occurred to create/change the weather. What just happened? What does the team need? What's not being said?




The trick is not to answer from our own individual perspective (based on how we feel personally) but to consider what is going on for the team as a whole. This is a deeper level of listening that focuses our attention on what our collective thoughts, words, and actions are co-creating.

For more information on "team as system" skills explore:

- www.sheldrake.org
- www.centerforrightrelationship.com
- www.teamcoachinginternational.com
- "Presence" by Peter Senge
- "Leadership and The New Science" by Margaret Wheatly
- "Theory U" by C. Otto Scharmer
- "Quantum Mind" by Arnold Mindell
- www.brainstormingalamode.com We are certified in the Team Diagnostic Assessment which measures the system (by quantifying 14 success factors of high-performing teams) and illuminates "team as system" skills.



 THE SCOOP is an e-letter from www.brainstormingalamode.com designed to share tips, ideas, and resources for professionals and teams in transition.