

## LESSON 4

### The Law of the MOUNT EVEREST

*“As the Challenge Escalates, the Need for Teamwork Escalates”*

- Measure the cost – don’t underestimate the difficulty of the climb.
- For each level that the climbers reached, a higher degree of teamwork was required.
- You don’t climb a mountain like Everest by running to race ahead on your own, or by competing with your comrades. You do it slowly and carefully by unselfish teamwork.

#### What is your Everest?

- What is my dream? What lies in your heart? What do you want to accomplish on earth while you still alive?
  - Who is on my team? Measure current situation. Examine who is joining you on this journey.
  - What should my dream team look like? The size of the team should match with the size of the dream.
- If you want to achieve your dream, do it, not just imagine what it’s like – then grow your team.
  - Motives of joining a team: 1) Benefit themselves 2) Create a sense of community 3) Build an organization
- If you are motivated by all of them, most probably you want to add value to everyone on the team, but if you’re motivated by one of them, it’s time to reexamine your motives.

#### How to Grow a Team?

- **Develop team members.** Help members to grow. See the potentials in he/she that they themselves are not aware of and draw them out.
- **Add key team members.** Recruit good and talented people.
- **Change of leadership.** If the team has the right talent but is still not growing. Maybe it’s time to ask the follower of the team to step into leadership role.
- **Remove ineffective members.** Sometimes a team member can turn a winning team into a losing one because of lack of skills or poor attitude.

#### Becoming a Better Team Member:

- What is your first reaction when a challenge becomes more difficult? Do you go off alone to think? Do you try to solve it alone?
- Teach yourself to rally with your teammates. You cannot win a challenge alone. On a great mountain you cannot leave your companions and go to the top alone.

**Becoming a better team leader:**

- What kind of adjustment you need to make to create your dream team, one that can meet the challenges ahead?
- Do you need to spend more time building people? Or add key members?

