**DIKW of TEAM MULTIPLIER**

**Trainer : Santosh Nair**

**Location : Shanmukhanand Hall**

**Time : 10 to 2 pm**

**Learning’s for the day ;**

**1] sir started the session and spoke about abilities and capabilities and talent and how this has help smmart to bethe best training organization.**

**2] he gave examples of burjkhalifa, SEWA and Infosys and how by using there capabilities they have achieved success because of team multiplier.**

**3] he stated that by using capabilities we can launch new product, increase profitability and reduce cost, increase market share, have best system and process, can attract right talent, and even dream and aspiration can be fulfilled.**

**Then sir stated :**

**Why ordinary people cannot achieve extra ordinary feat?**

**1] A person in isolation cannot achieve feat. He gave expmple of E. Shridharan who achieved extra ordinary feat with his team and delhi metro was formed.**

**2] the answer for this is the solution lies in seeking help from around as together effectively we achieved more.**

**Why this does not happen?**

**The answer to this is we don’t take help of others and we don’t give help to others.**

**1] there is always a chance that existing resource can make people or employees capable.**

**2] everyone wants top become big in life but alone, as a result, greatness is not achieved.**

**Sir gave example of how everything has changed as a process :**

**First it was agriculture economy, then industrial economy then the it moved to information technology economy and now it has been transformed to knowledge economy.**

* **Today knowledge is important than property and personal.**
* **Good team bonding can help to achieve more.**
* **Every company needs to be larning organization, everyone should work together to achieve more.**
* **A problem solver team should be formed at grass root level who can solve problem and MD, VP’s should not interfere.**
* **In todays world top to down management won’t work. Decision should not always flow form top but each employee should work as knowledge worker and try to solve their problem as a team at their level.**

**History of team :**

**Sir gave examples of great teams to achieve feat were those who worked for common cause they were Indian cricket team, Shankar ehsaan loy are together great composers, bettle group when work together create magic.**

**Six people from diverse background came together to form RTI act.**

**He stated team member with other team member can create a great wonder.**

**What is a team?**

**1] A boss and subordinate working for an assignment completion**

**2] husband and wife rearing childrens**

**3] team of salim and javed created sholay a wonder flim.**

**Team is group of employees, group of members and group of leaders working together to achieve a common aim.**

**What is a mob?**

**Mob is some people who goes directionless, senseless, and go purposeless. Its not outcome driven, don’t have common values and can be destructive as they cant create some constructive and they don’t have consciousness.**

**Osho stated “if you have to achieve all your aspirations and the aspiration gas to be guaranteed.”**

**When can outcome be guaranteed and maximize ?**

**Everybody in a team participates and assumes a role and work as a team, outcome can be guaranteed.**

**Different roles of a team and team members :**

**1] devil advocate : a negative person**

**2] energizer : he inspires everyone with positive thought.**

**3] motivator : act as guiding force.**

**4] team timer : within time span always help in accomplishment of work.**

**5] team leader : who brings change, to whom people follows.**

**6] team facilitator : who brings everyone together and becomes a spectator.**

**How the roles can be assigned?**

**1] however big or small you can play the role.**

**2] when you can do that mob is transformed into team member who gets transformed into team multiplier.**

**Who are team multipliers?**

**They are individuals who understands greatness can never be achieved in isolation and are worrying and are willing to work in team and allow the cosmic energy to bring out the best by keeping individual preferences and desires asides undergoing personal pain and sacrifice by having a team multiplier.**

**What is team multiplication?**

**It is a way of life practiced by team multipliers to transform themselves from a mob to team by constantly building 4 C’s of team building process and them from ordinary team member to team multiplier by following Tm characteristic and raise to the levels of extraordinary greatness while striving to accomplish a common cause that would have been individually unimaginable.**

**What is Team building Process?**

**4 C’s always are important to form team building process:-**

**1] Constituting the team :**

**Sir explained how in chakde India movie 16 member team from different states came together. First individuals get acquainted, and a common objective is knowm to them and re-internment is done, expectation is set and everbody is excited, involved and happy.**

**2] conflict :**

**A) Now it is the stage where everyone fights for position and functions, power, struggle and onfighting occurs.**

**B) hostility and infighting occurs.**

**C] Internal competition, conflicts and personal egos are raised**

**D] very little learn spirit.**

**E] Disregrad for system and discipline.**

**F] Discomfort with leader set in.**

**G] if teams not handled effectively then teams are disintegrate.**

**3] Clarification, Compromise, Collabrations and consensus :**

 **A] Members expectations are clarified, team roles are cleared. Members accept existence of the team.**

**B] new sense of identity and enthusiasm for task is always there. Here team members are sensitive to need of others, they are ready to give sacrifice.**

**C] sharing of ideas and information is there. Here team work begins.**

**Conquest:**

**There is a high degree of commitment and there exist a cause. And alos high degree of effectiveness. The team is productive problem solving and are preparation and hardwork. There is a high morale and high loyalty and there is a highest drive, real passion and quest to rise for a cause.**

**Team multiplier design and follow team constitution.**

**Everybody must have [constitution problem].**

**Who will be a part of team?**

 **what is frequency of meeting?**

**What is possible problem and how it will be handled?**

 **And how will the team operate?**

**Write down DO’s and don’t’s for team separately:**

**Its important for a team to have agreement between them :**

**Agreement 1 : show up on time**

**Agreement 2 : prepare in advance**

**Agreement 3 : 100% focus**

**Agreement 4 : equal rights and no domination**

**Agreement 5 : no JSB and take responsibility.**

**Agreement 6 : look at problems, independently person going into root cause.**

**Agreement 7 : Agree to disagree**

**Agreement 8 : Board room law**

**Agreement 9 : Honour commitment**

**Agreement 10 : open confirmation communication and conflict resolution.**

**Agreement 11 : evaluating team performance and improvement.**

**Characteristic of team multiplier:**

**1] team multiplier always look at the jungle :**

**That is he never thinks in a straight line, whenever he takes a decision, he will take it as full.**

**He will help in organization transformation :**

**1] strategy [nithya]**

**2] structure [Mandal]**

**3] system [tantra]**

**4] staff [praja]**

**5] style**

**6] skills**

**7] shared values [mulya]**

**What is general human tendency : looks everything in a straight line,**

**But team multiplier not only looks at outcome but also look at the series of event and series of result that result in outcome. Team can look into the jungle which a single person cannot do.**

**2] regularly do cleansing of mindset:**

**Human beings have series of mindset it can be culture mindset, religious mindset, time mindset, salary mindset, position mindset, community mindset, food mindset, social mindset, gender mindset, location mindset, product mindset, place mindset, technology mindset.**

**It is important to get out of such mindset and cleanse it to be a team multiplier.**

**3] team multiplier will create value proposition by building, experimenting and constantly upgrading till death.**

**4] team multiplier believe in sharing , team learning and wisdom sharing.**

**They will see that their experience should cross levels to get that experience.**

**It is important to form team learning unit should be there. Regular dialogue and discussion on particular dialogue should happen. There should be debate which can help in clarity of goals. Everyone knowledge should be shared. Accumulation of ideas can be generating through brainstorming. Preparation of DIKW should be done for same.**

**5] team multiplier understand the power of we:**

**We all want that other should become a team multipliers and we tend to finish just by doing our job rather than we a a team should perform.**

**6] he is clear about all vision, core purpose, and core values.**

**7] 5 fundamentals that team multiplier has is as follows :**

**A] the cause of team is always bigger than individual**

**B] They look at bigger picture**

**C] Seeking help**

**D] subordinate yourself larger than team**

**E] they understand dream size = team size**

**8] Team multipliers build a fascinating front office and back office :**

**as front office is circle of customer and back office is circle of company. If front end is performing it is always essential that there is a great support of back end then only a team can grow.**

**Front office should always have :**

**1] talent par execellence**

**2] enthusiastic and excited**

**3] upgrade KASHS**

**4] freedom of mind and money**

**5] freedom from personal, professional and psychological worries.**

**Back office should always have :**

**1] unconditional support**

**2] no entitlement attitude**

**3] Upgrade KASHS**

**4] speed and sense of urgency**

**5] automated process and system.**

**9] Right people in right place :**

**If there is wrong people at wrong place : regression**

**If there is wrong people in right place : frustration**

**Right person in wrong place : confusion**

**Right person in right place : progression**

**Right people to right places : multiplication**

**10] team multipliers are dependable people :**

**1] character**

**2] competent**

**3] commitment**

**4] consistent**

**5] cohesion [brotherhood]**

**11] have TGMP2**

**Take the first step, get things done, making it done and are ready to pay the price.**