A Little Bit About Loeb Consulting Group

Who we are

A leadership development firm helping to develop leaders at all levels.

What we do

We provide customized training and one on one executive coaching services.

Who we work with

Large global law firms, medium and large sized businesses, non-profits and academic institutions.

Natalie Loeb is the Founder of Loeb Consulting Group and a Leadership Coach. Gordon Loeb is the Chief Operating Officer of Loeb Consulting Group and a Leadership Coach.
Today’s Objectives

- Identify the Five Cohesive Behaviors of a Team™
- Learn how understanding one’s own communication style is an important part of effective team building
- Describe two types of Trust and which type is more important for teams
- Understand when Conflict can be good
- Understand how to gain true Commitment from team members
- Identify how to move your teams to be more Accountable
Management

Why It Pays To Collaborate

Here’s proof that firms whose lawyers learn to work together are far more successful with clients than lone-wolf shops. They make more money, too.

By Heidi K. Gardner

After spending vast sums to build and buy stables of thoroughbreds and extend their geographic reach and capabilities, these firms have invested enough to offer sophisticated advice and to line up the right legal team to deliver it.

We all know that lawyers are generally skeptical, but firms that adopt the antithesis are more likely to succeed.
“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.”
Cohesive Teams…

- Make better, faster decisions
- Tap into skills, opinions, strengths of all members
- Avoid wasting time and energy on politics, confusion, and destructive conflict
- Engage in *constructive* conflict
- Align towards team/firm goals throughout change
- Are more fun to be on!
When coworkers admit their mistakes, does it make you trust them more?

84% said yes
Conflict: Survey Answer

Do you think your workplace would be more effective if people were more frank with their opinions?

71% said yes
Do you sometimes feel that team projects suffer because people aren’t committed enough?

86% said yes
Accountability: Survey Answer

Would your work team be more effective if people were better at holding one another accountable?

89% said yes
In your work experience, have you seen projects suffer because people put their own needs ahead of the team’s needs?

87% said yes
Building Trust

- Trust
- Conflict
- Commitment
- Accountability
- Results
Engaging in Constructive Conflict
<table>
<thead>
<tr>
<th>Statement</th>
<th>TRUE</th>
<th>FALSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>The most successful teams have very little conflict.</td>
<td></td>
<td>✗</td>
</tr>
<tr>
<td>The best teams are made up of people who are comfortable passionately arguing for their ideas.</td>
<td>✗</td>
<td></td>
</tr>
<tr>
<td>No matter what their cultural background and family norms, people generally feel the same way about conflict—they prefer to avoid it.</td>
<td>✗</td>
<td></td>
</tr>
<tr>
<td>Understanding team members’ differing experiences with and feelings about conflict helps a team engage in unfiltered, productive debates.</td>
<td>✗</td>
<td></td>
</tr>
<tr>
<td>Understanding team members’ DiSC styles and how they behave in conflict helps a team engage in productive conversation.</td>
<td>✗</td>
<td></td>
</tr>
</tbody>
</table>
Commitment to Change

- Trust
- Conflict
- Commitment
- Accountability
- Results
Commitment

When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.

It’s not necessary to achieve consensus, but **clarity** and **buy-in** are key to commitment.
Accountability

- Results
- Accountability
- Commitment
- Conflict
- Trust
Accountability

When everyone is committed to a clear plan of action, they are better able to hold one another accountable.

Team members must be willing to call one another on behavior or performance that isn’t up to agreed-on standards or that hurts the team.
Results

- RESULTS
- ACCOUNTABILITY
- COMMITMENT
- CONFLICT
- TRUST
The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is the achievement of results.

Team members need to make **collective results** their top priority.
Thank You!!!

Loeb Leadership Development Group

www.loebleadership.com
Natalie@loebleadership.com
Gordon@loebleadership.com