Culture and Teamwork: The Good, the Bad and How To Fix It

Presented by
Anne E. Collier, MMP, JD, PCC

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Culture and Teamwork:
The Good, the Bad, and How to Fix It
Anne E. Collier
Why Is Trust Important?

Step 1
Build Trust

Get to the point

Don’t hide mistakes

Saves Time

Let down guard

Don’t have to renegotiate collaboration norms

The Five Facets Of Trust

Openness
Reliability
Integrity
Benevolence/Caring
Competence
If people don’t weigh in, they don’t buy in.
How Will You Work Together?

Be Deliberate!

What does success look like?
What is going on?
### 5 Steps to Transform Prospects Into Clients

**What does “flat” look like?**

<table>
<thead>
<tr>
<th>What YOU Can Do</th>
<th>What the FIRM Can Do</th>
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<tbody>
<tr>
<td>Smile and Care</td>
<td>Sponsor Events</td>
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<td>Help Others and Mentor</td>
<td>Reward Teamwork</td>
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<td>Broadcast Positivity and Express Appreciation</td>
<td>Invest In Leadership and Management Training</td>
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<td>Set An Example</td>
<td>Honor All Opinions</td>
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<td>Appreciate Different Thinking Styles</td>
<td>Build Trust Through Transparency</td>
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<td>Be Curious</td>
<td>Encourage Participation</td>
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<td>Communicate Using Positive Language</td>
<td>Focus on Goals and Purpose</td>
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Unique and Relevant Programming: Programming that is timely and diverse but driven primarily by the board.

Partnerships: We are an attractive organization to partner with, as borne out by the number and types of organizations that approach us; we typically do not initiate partnership and to date haven’t established criteria for evaluating those that approach us.

Member Benefits: Member benefits are primarily intangible and would likely benefit from better marketing and augmentation.

Unique Voice for Women: We are in search of our voice as an organization that represents and supports women in the profession. (The survey indicates our brand needs to)

Your opinion matters! Please take a moment now to evaluate this session. Thank You!