

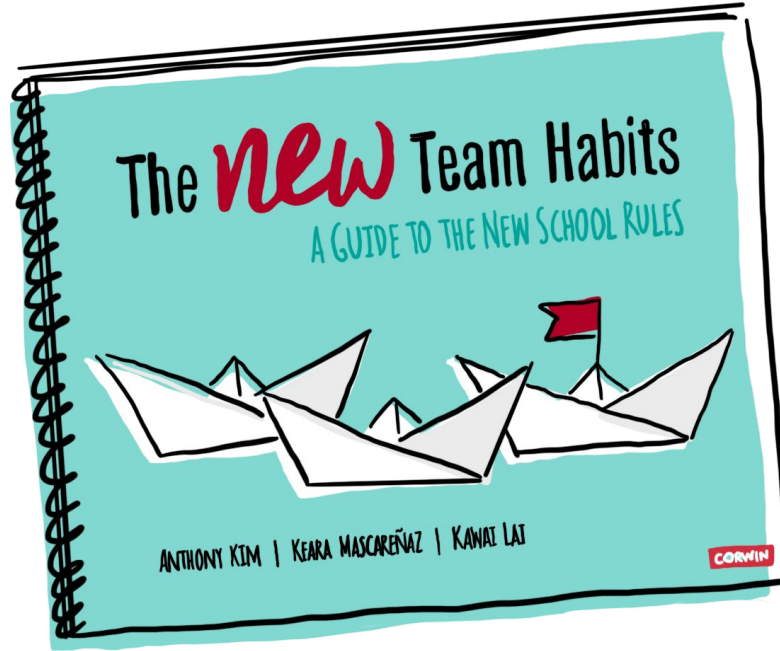


Book Club: Meet the Experts with Authors

*The NEW Team Habits:
A Guide to New School Rules*

Keara Mascareñaz





WWW.NEWTEAMHABITS.COM

I'M KEARA!

I HELP CREATE PLACES PEOPLE LOVE TO WORK
AND HAVE THE POWER TO MAKE THINGS HAPPEN

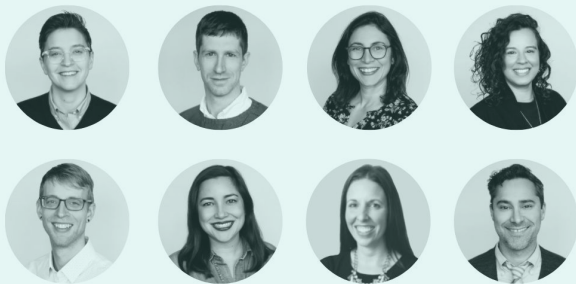


CHECK IN

WHO I AM +
WHY I'M HERE

TEAM

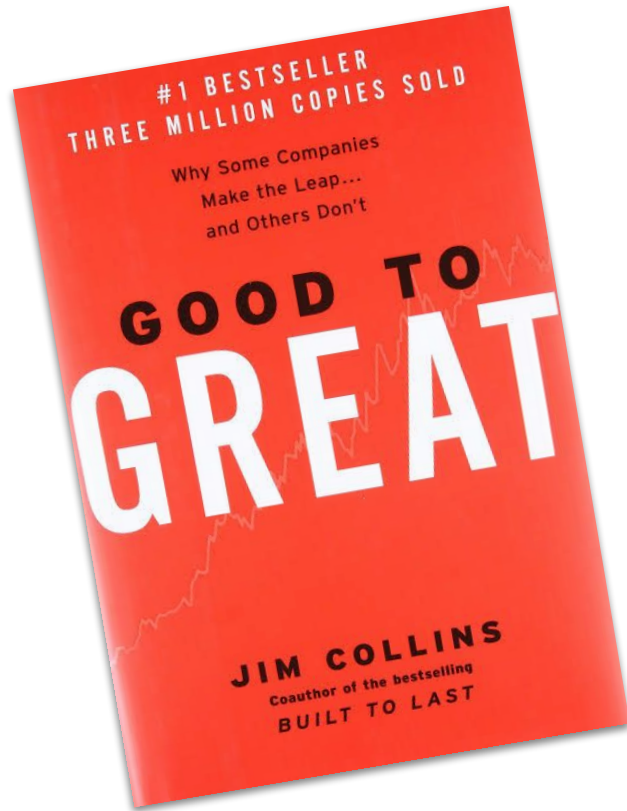




team (tēm)

noun

a number of persons associated together in work or activity



“Get the right people on the bus, the wrong people off the bus, and the right people in the right seats .”

-Jim Collins-

NBA Basketball Games

2002-2012

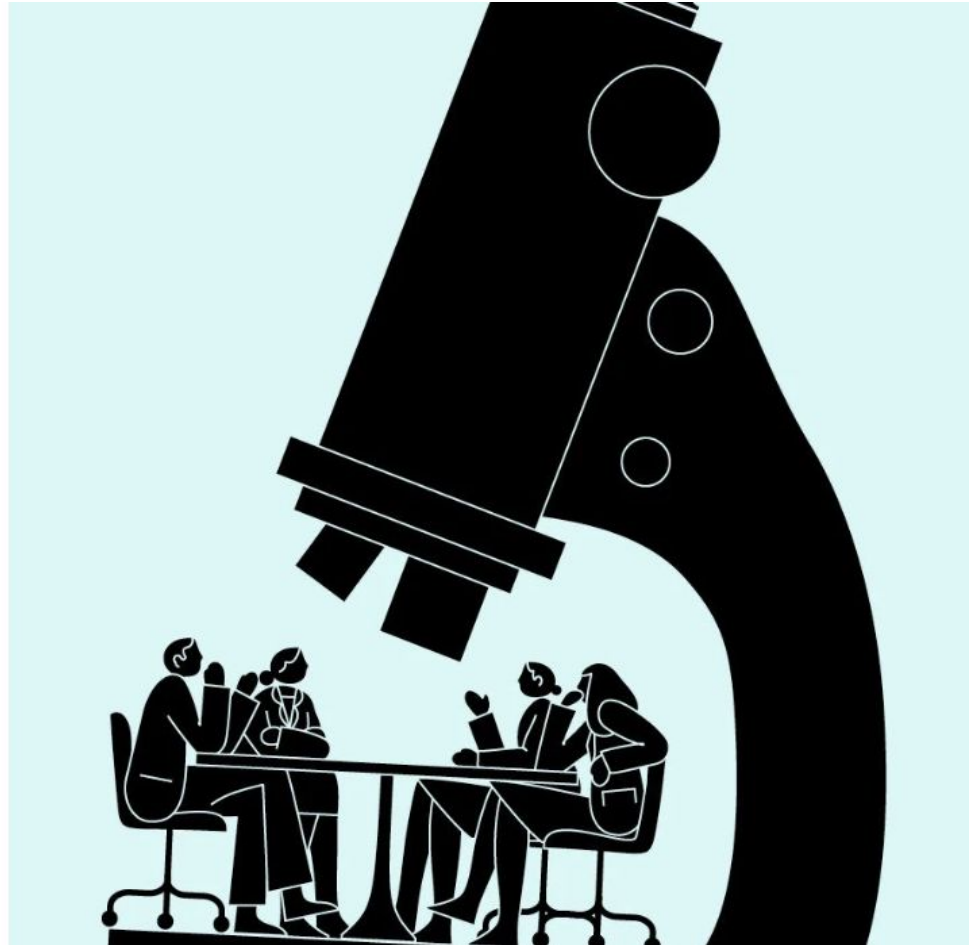




THE WORK ISSUE

What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.



HOW TEAMS WORK MATTERS MORE
THAN WHO IS ON THE TEAM

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

re:Work

@KEARAMAS #TEAMHABITS

NYC



Genentech



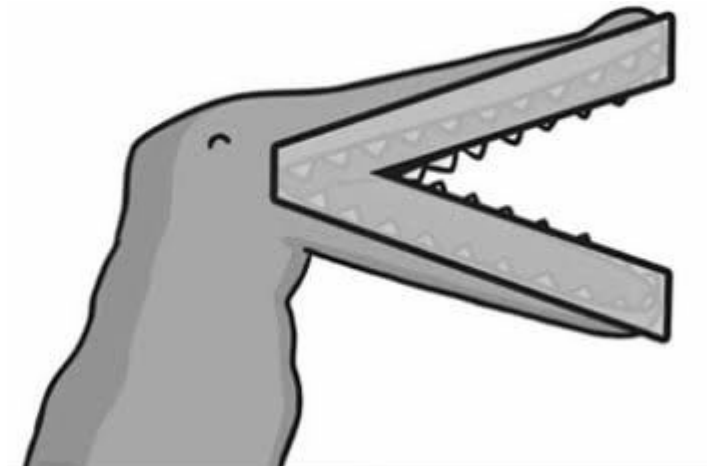
ESTÉE
LAUDER
COMPANIES



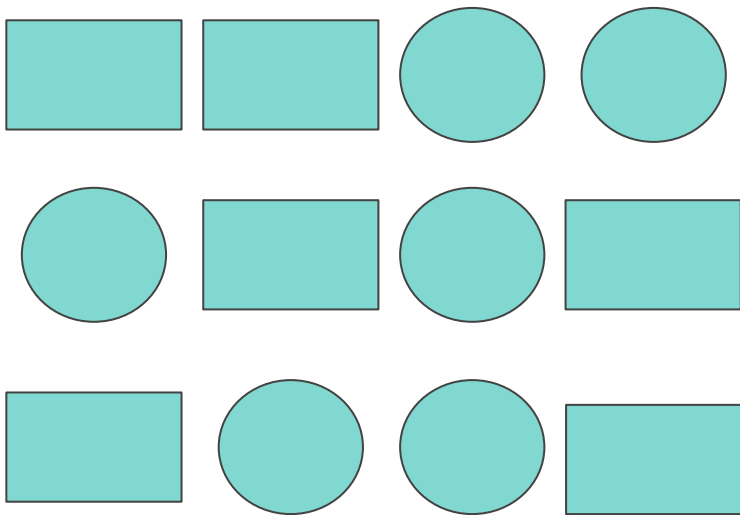
AIRBUS



WHO
OF TEAMS



HOW
OF TEAMS



INEFFECTIVE TEAMS...





- FOCUS ON PERFECTION
- DON'T TALK ABOUT MISTAKES
- AVOID VULNERABILITY



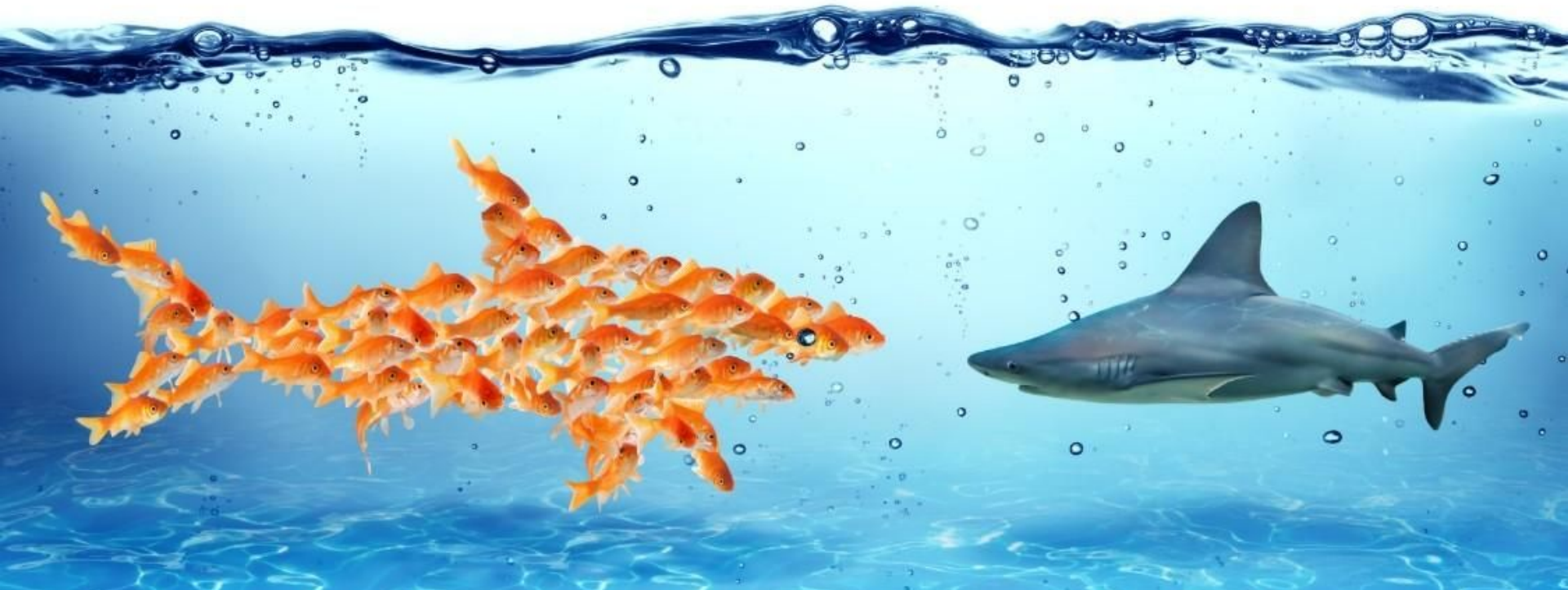
- ARE UNPREDICTABLE
- LACK USEFUL STRUCTURES
- DO NOT INCLUDE ALL VOICES



- LACK ALIGNMENT ON PURPOSE
- HAVE UNCLEAR ROLES
- FEEL LIKE ANOTHER THING



EFFECTIVE TEAMS...





- PROGRESS VS PERFECTION
- SHARING VS HIDING MISTAKES
- BEING HUMAN VS LEADER



- PREDICTABLE VS UNPREDICTABLE
- STRUCTURE SERVES PURPOSE
- ALL VS SOME VOICES INCLUDED



- SHARED VS LACK OF PURPOSE
- CLEAR VS UNCLEAR ROLES
- IN SUPPORT OF VS EXTRA WORK





🔍 how do we improve our team?|

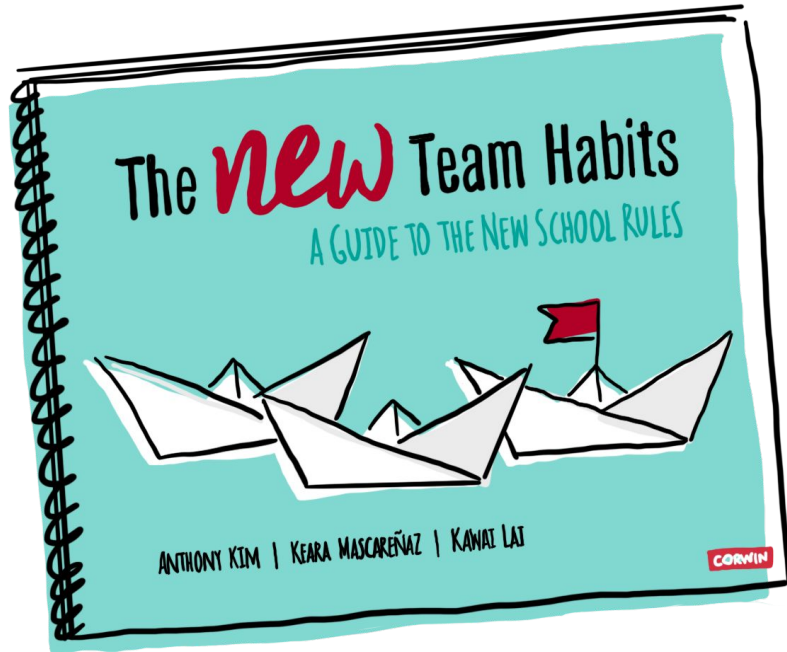


🔍 how **can** we improve our **teamwork**

🔍 how **to** improve **your** team

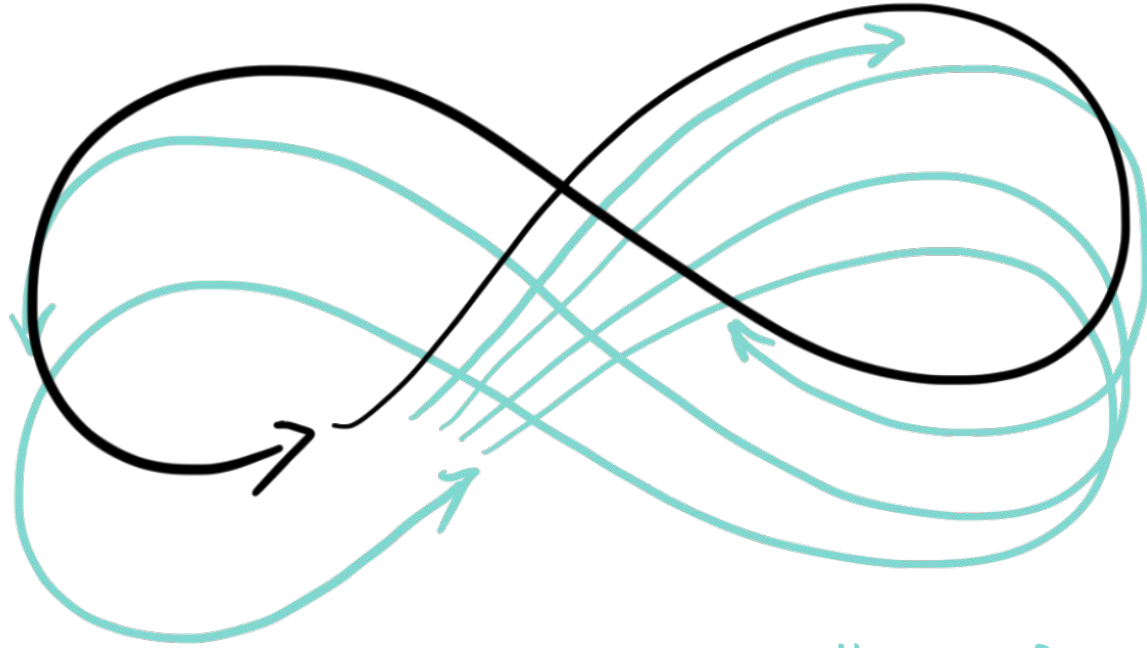
🔍 how do **you** improve **your** team's **efficiency**

Report inappropriate predictions



IMPROVE **HOW** TEAMS WORK,
BY CHANGING TEAM **HABITS**

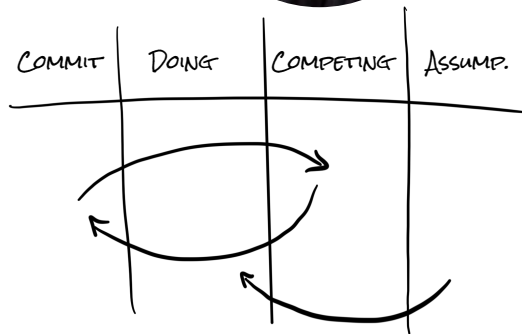
WHAT IS ONE
HABIT YOU HAVE?



HABITS BECOME SECOND NATURE

"WE ARE WHAT WE REPEATEDLY DO. EXCELLENCE,
THEN, IS NOT AN ACT, BUT A HABIT."

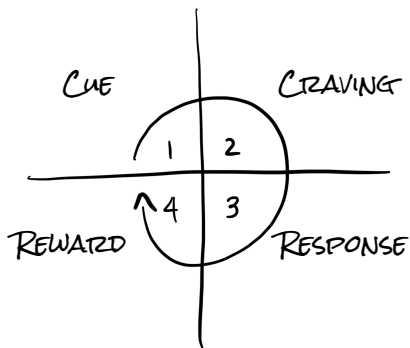
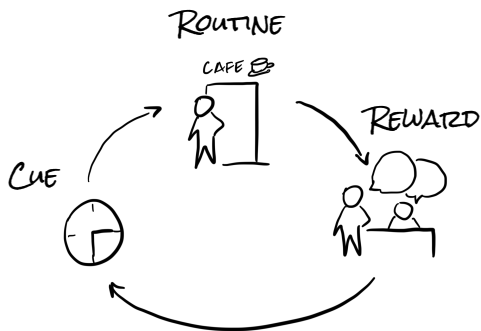
-ARISTOTLE-



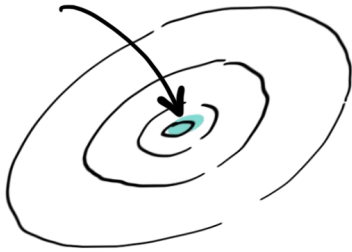
改善

Kai = Change Zen = Good

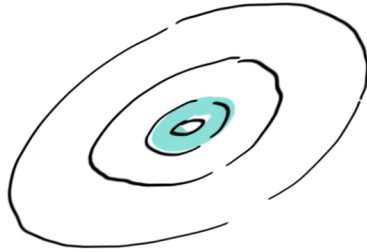
SMALL AND
SIMPLE ACTIONS



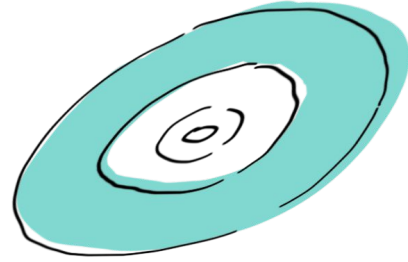
SMALL HABITS CONNECT TO A LARGER PURPOSE



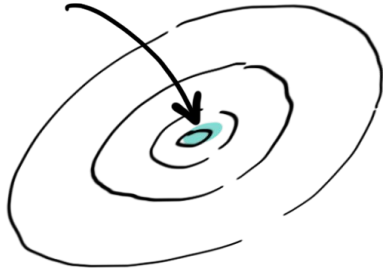
SMALL HABIT



TINY RIPPLE EFFECT



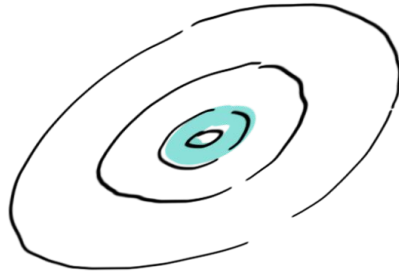
BIG RIPPLE EFFECT



HABIT

WE BRUSH OUR
TEETH

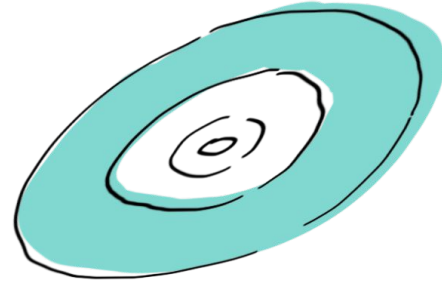
(SMALL ACTION)



TINY RIPPLE

TO HAVE A
HEALTHY MOUTH

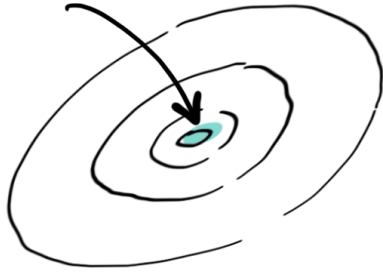
(HYPOTHESIS)



BIG RIPPLE

SO THAT WE CAN
HAVE A LONG LIFE

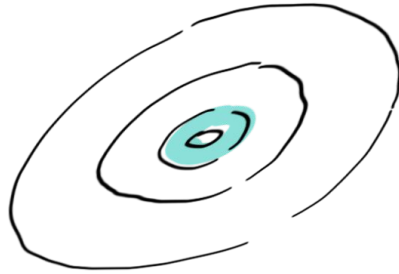
(GOAL)



HABIT

WE BRUSH OUR
TEETH

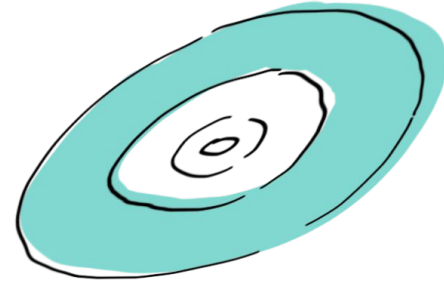
(SMALL ACTION)



TINY RIPPLE

TO HAVE A
HEALTHY MOUTH

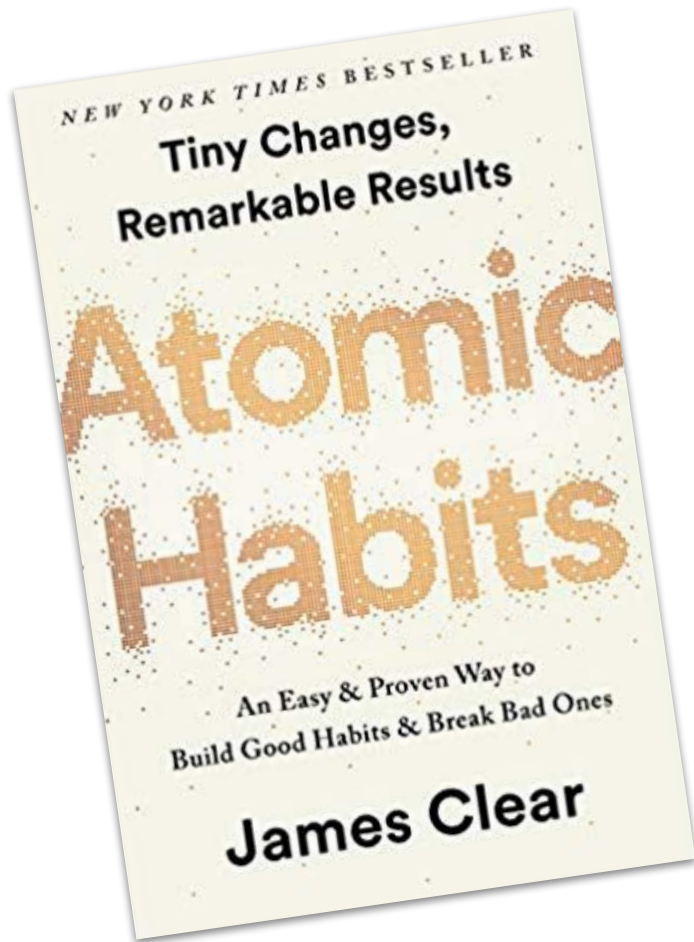
(HYPOTHESIS)



BIG RIPPLE

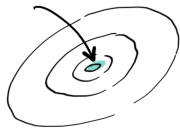
SO THAT WE
CAN GET FRIENDS

(GOAL)



COMPOUND INTEREST FOR SELF-IMPROVEMENT



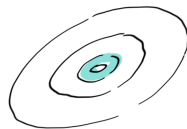


SMALL HABIT

I'LL START BY...

5 MIN OF BABBEL
EACH MORNING

SET 6PM 'CLOSE COMPUTER'
ALARM

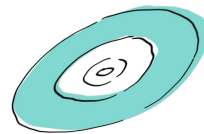


HYPOTHESIS

SO I NEED TO...

IMPROVE MY
PROFESSIONAL VOCAB

CLOSE COMPUTER TO HELP
ME TO STOP WORKING

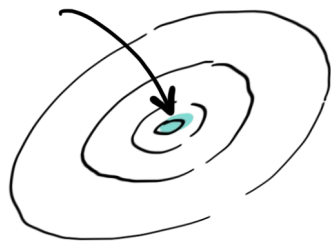


GOAL

MY GOAL IS TO...

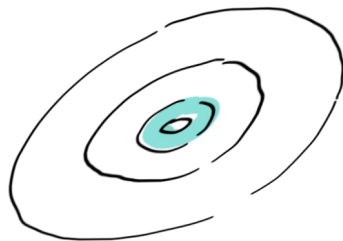
I WANT TO LEARN
PROFESSIONAL SPANISH

I WANT MORE
FAMILY TIME



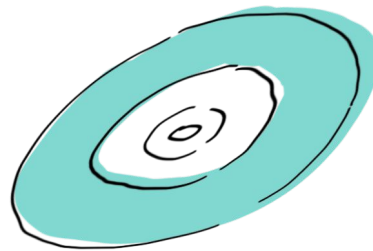
HABIT

I'LL START BY _____



HYPOTHESIS

SO I NEED TO _____



GOAL

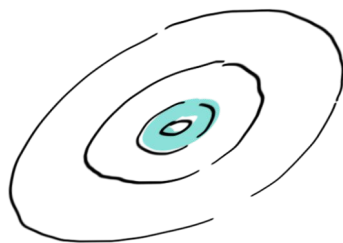
MY GOAL IS TO _____

HOW DO WE CHANGE
TEAM HABITS?



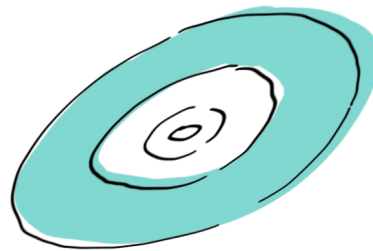
HABIT

WE'LL START BY _____



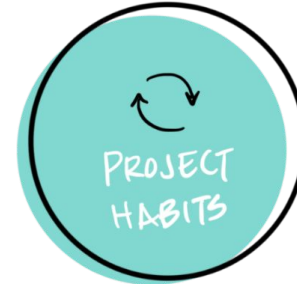
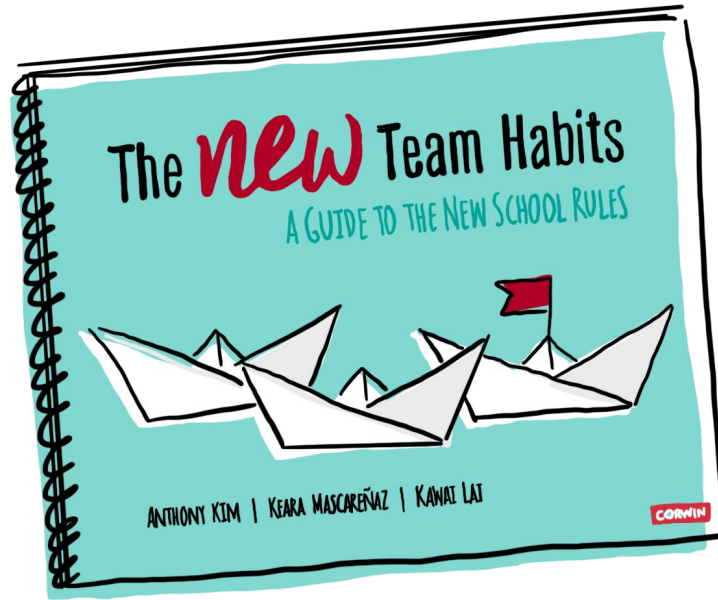
HYPOTHESIS

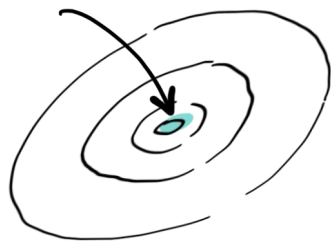
SO WE NEED TO _____



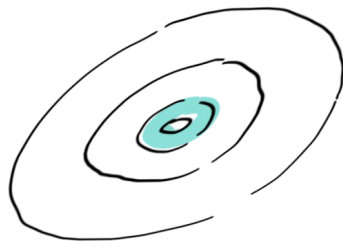
GOAL

OUR GOAL IS TO _____

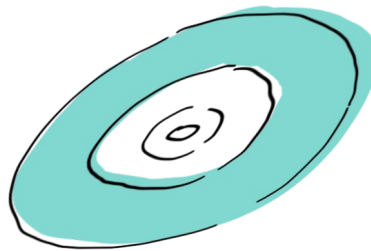




HABIT



HYPOTHESIS



GOAL



WE TALK ABOUT MISTAKES

TO MODEL VULNERABILITY

SO THAT OUR TEAM LEARNS AND GROWS TOGETHER



WE LEAD CHECK INS

TO INCREASE PRESENCE

SO THAT OUR TEAM HAS MORE ENGAGEMENT
AND EQUAL TALK TIME IN MEETINGS



WE KICK OFF WORK

TO INCREASE CLARITY ON
PURPOSE, ROLES, AND ROADMAP

SO THAT OUR TEAM IS MORE AGILE IN
ADJUSTING OUR PLANS TO MEET OUR PURPOSE

MEET WITH PURPOSE



Make the most of every minute
in every meeting

MEET WITH PURPOSE

A set of predefined meeting types that steer your team toward desired outcomes and minimize off-topic and unproductive discussion

MEETING	PURPOSE
Action	Adjust plans and clarify next actions and owners
Decide	Share proposals, consider perspectives, make explicit commitments
Collab	Make something! Do the work, don't just talk about it
Demo	Share work in progress and gather feedback and insights
Learn	Reflect on what's working and where you're getting stuck using team retro or 1-1

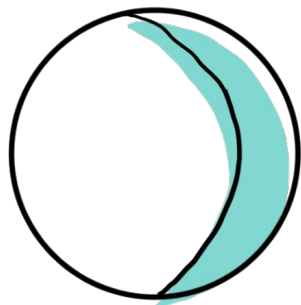
USE THIS TO

Challenge yourself and your team to give every meeting a purpose

Audit your calendar and eliminate unnecessary meetings

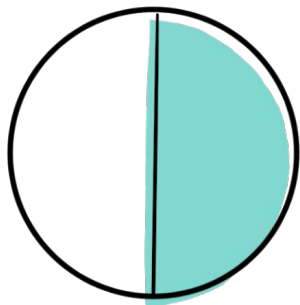
Avoid reinventing your process in the moment, and focus on the outcome

THE SEPAD METHOD



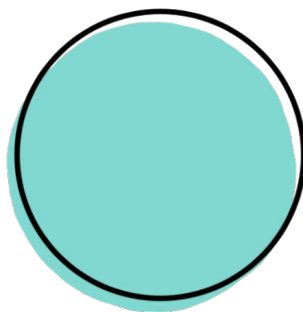
SPARK

INSPIRATION TO
ILLUSTRATE WHY THE
HABIT NEEDS TO CHANGE



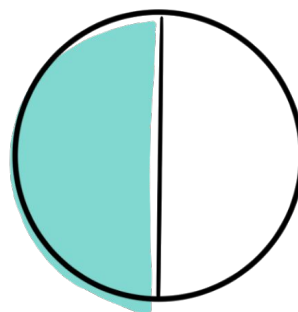
EXPAND

RESOURCE OR TOOL TO
BUILD UNDERSTANDING
OF THE HABIT



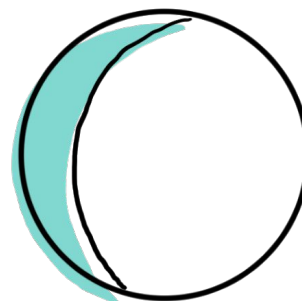
PRACTICE

ACTIVITY TO PRACTICE
THE HABIT IN A SAFE
ENVIRONMENT



APPLY

PLAN FOR TRYING
THE HABIT IN THE
REAL WORLD



DEBRIEF

REFLECTION ON TRYING
THE HABIT + FUTURE
ITERATIONS

AND WHAT ARE
THE RESULTS?



LEARNING
HABITS

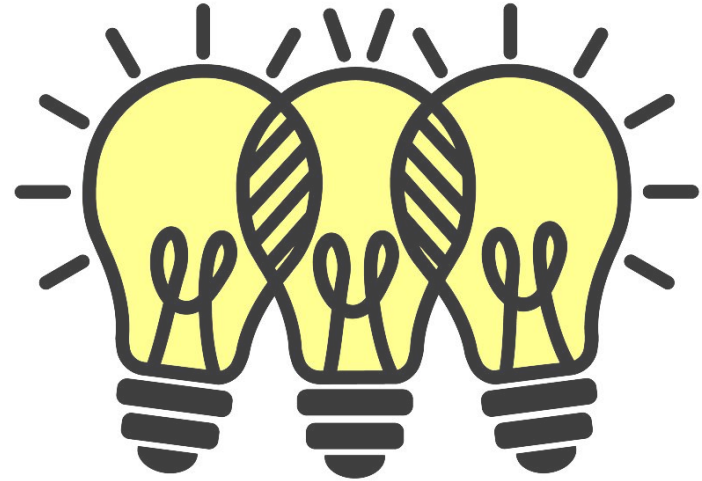


MEETING
HABITS



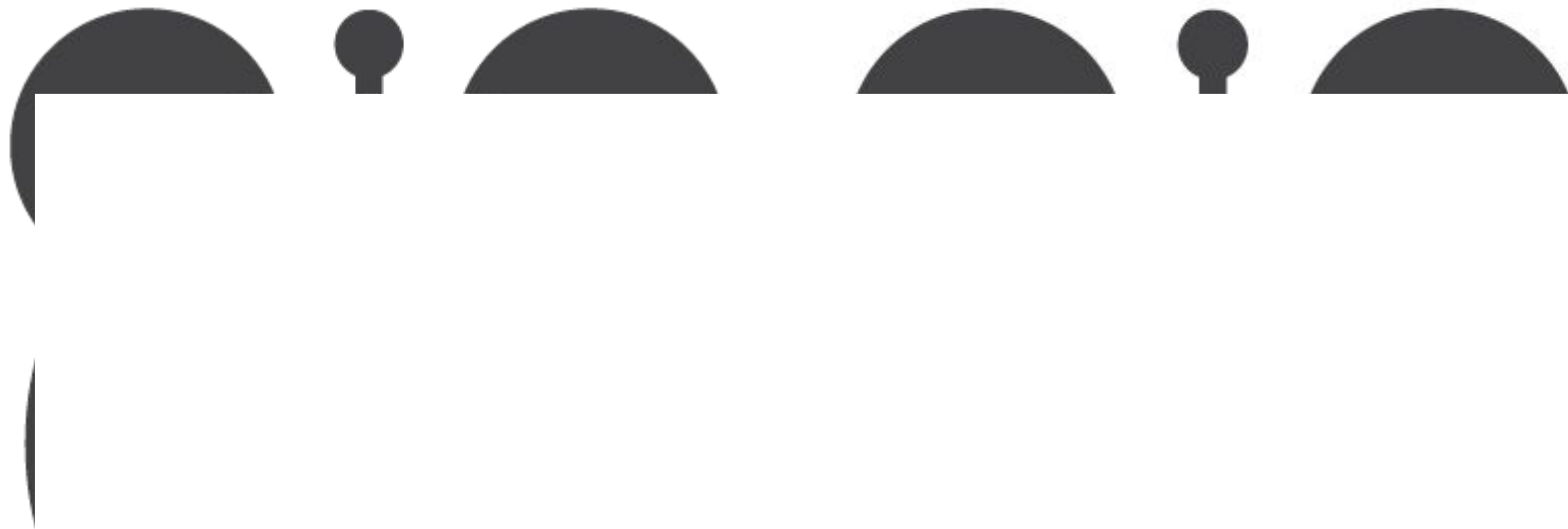
PROJECT
HABITS



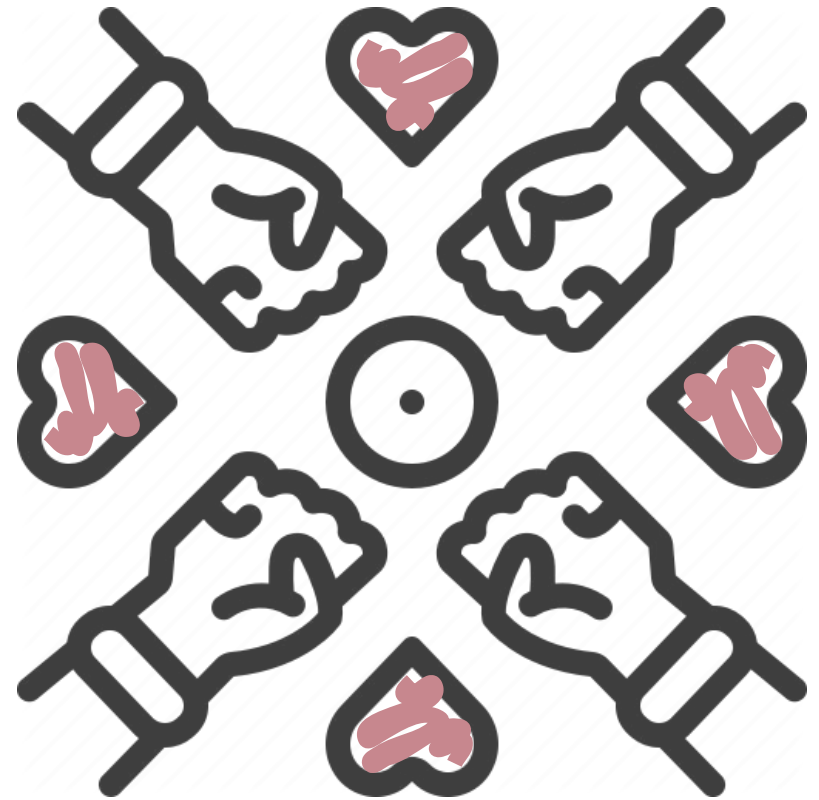












To serve, support, empower, and inspire **staff** so they can achieve their dreams and students dreams can come true

LEARNING: WE TALK ABOUT MISTAKES

to model vulnerability so that our team learns and grows together

Spark

Expand

Practice

Apply

Debrief

SPARK



Why do you need new team habits for learning? We have found that although schools and districts support student learning, we often expect perfection from our adult staff and are uncomfortable making or witnessing mistakes. Making and talking about mistakes are essential for learning. Experience what it's like to celebrate failure in the short activity adapted from [Play on Purpose](#), Mr. Whiskers.

RESOURCES



MR. WHISKERS

This is a silly brain scrambler that is designed to mess you up and help you and your teams celebrate failure.

[WATCH THE VIDEO](#)

WWW.NEWTEAMHABITS.COM

CHECK OUT

ONE IDEA OR ACTION YOU'RE
TAKING FROM THIS SESSION



AURORA INSTITUTE

Symposium 2020

OCTOBER 26-28, 2020 | **VIRTUAL**

Thank you for joining us!

Share Your Thoughts.
Participate in our 1 minute poll.
[Click here.](#)