



TEAMWORK IN DISPERSED SELLING ENVIRONMENTS

Objective

The objective of the Teamwork process is to increase District/Region productivity by developing purpose and by leveraging teamwork principles in day-to-day selling activities.

Length

Can be executed as two four-hour sessions or as four two-hour sessions.

Measures

Performance versus SPPY in identified areas.

First Four hours

- Pre-work
 - Distribute for reading article “When Teammates Raise A White Flag”
- Foundation
 - Examples of successful teams.
 - Japanese concept called “kieretsu”, the aggressive sharing of information.
 - Benefits of teamwork.
 - What teams are not.
 - Apply pre-work to session.
- Definitions
 - Team
 - Teamwork (the output of teams).
 - Principles (the way teammates behave with each other).
 - Values (rank order of the principles).
 - 7 Elements of a Value (what qualifies).
 - Three ingredients of teamwork (what is consistently visible).
 - C.A.P.D. (the process for getting teamwork done).
- C.A.P.D.
 - Practice and skill building in use and application of C.A.P.D., which can reduce unnecessary rework by 40%.
 - This will also provide the necessity of:
 - Reapplying what is already working.
 - Quickly discarding what is no longer working.
 - Develop and maintain an inclusive environment.
 - Utilize all available resources.

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- Include other Districts/Regions.
 - Selection of 10 Principles of teamwork.
- Development of a purpose statement for the District/Region.
 - Purpose is bigger than Vision, bigger than Mission.
 - Purpose drives emotional commitment to the group.
- Application of learnings to the real-world work of a dispersed selling organization.

Second Four Hours

- Link to last session as springboard into current session.
 - Foundation
 - Definitions
 - C.A.P.D.
 - Purpose
- Mixed District discussions on what's working and why.
- “The Great Debate”©
 - Participants are formed into two teams to debate whether or not teamwork is applicable, appropriate and beneficial in dispersed selling environments.
 - The benefit to the debate are:
 - Builds skill in communicating on emotional topics.
 - Builds further skill in gathering and using the most appropriate data to make a case.
 - Builds ability to make a case for an opposing viewpoint.
 - Builds listening skills.
- Application of learnings to the real-world work of a dispersed selling organization.