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T.E.A.M. Versus TEAM!

Do you carry any of the following gadgets?!



Please Turn Them Off!

Would you and the group of people collectively working jointly with you on a project and/or corporate initiative form a

TEAM?
or
T.E.A.M.¹?

1: The abbreviated word formatted as T.E.A.M. and its various defined categories are developed by Rahmat Ushaksaraei, P.Eng., PMP and are the property of accrete *Total Management Consulting*. Duplication is not permitted.



What are the various categories for **T.E.A.M.**?

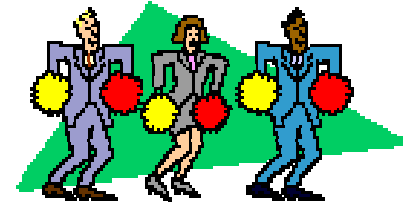
There are **Seven** identified categories for dominant

T.E.A.M.

concept forming a spectrum:



T.E.A.M. Category 1:



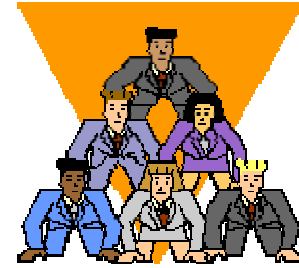
Tender Each other At Most

Commonalities among the group:

- Are socially and culturally compatible.
- Get along with each other.
- Enjoy each other's company.
- May nurture each other spiritually.
- May cover for each other's shortfall.



T.E.A.M. Category 2:



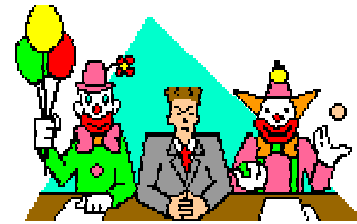
Tune **E**ach other **A**t **M**ost

Commonalities among the group:

- Respect each other.
- Cooperate with each other.
- May use constructive criticism.
- May assist in correcting each other's shortfall.
- May back each other up occasionally.



T.E.A.M. Category 3:



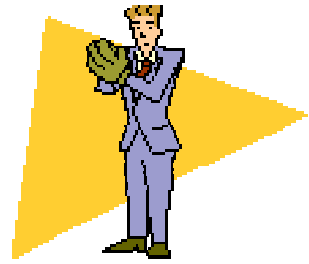
Tolerate Each other At Most

Commonalities among the group:

- Socially and culturally are not compatible.
- May cooperate purely out of self respect.
- May never go to distance for each other.
- Have leaned to hide their feelings.
- Keep their distance from each other.



T.E.A.M. Category 4:



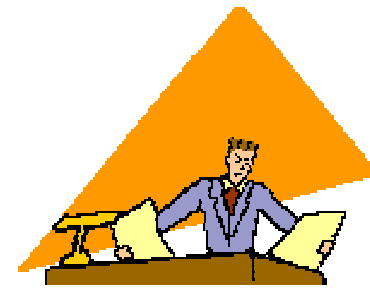
Try Each other At Most

Commonalities among the group:

- Constantly try each other's patience.
- Constantly criticize each other.
- May not contribute in raising the morale.
- May seek forming partial alliance.
- Normally push everything and the others to the limit.



T.E.A.M. Category 5:



Tease **E**ach other **A**t **M**ost

Commonalities among the group:

- Constantly nag and wrongfully criticize.
- Constantly promote slow down.
- Focus on emptiness of half filled glasses.
- May form partial alliance with individuals alike.
- Would not promote cooperation.

Tender

Tune

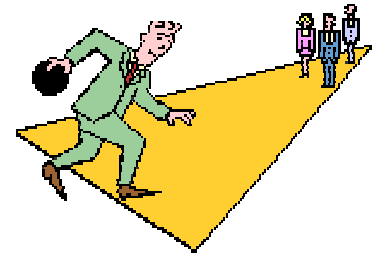
Tolerate

Try

Tease



T.E.A.M. Category 6:



Tear Each other At Most

Commonalities among the group:

- Constantly seeds negative thoughts.
- Intentionally divide to concur.
- Would constantly break up unity.
- Constantly promote internal competition.
- Never cooperate.

Tender

Tune

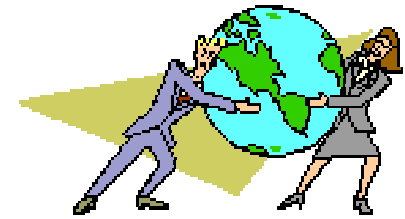
Tolerate

Try

Tease

Tear

T.E.A.M. Category 7:



Torture Each other At Most

Commonalities among the group:

- Intentionally make other fail – back stabber.
- To prove a point, pray on total failure.
- See other’s failure as opportunity for self succession.
- Promote pure individualism.
- Make everyday working life a nightmare.

Tender

Tune

Tolerate

Try

Tease

Tear

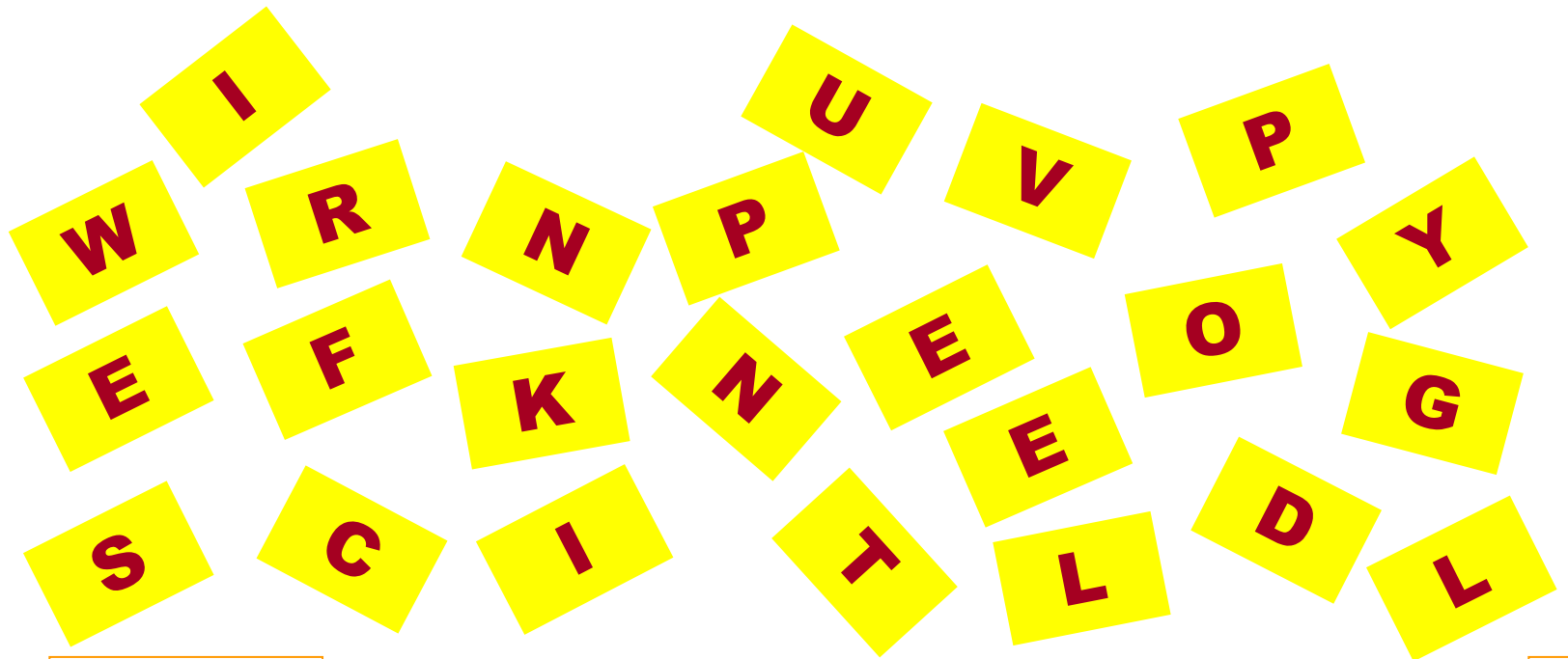
Torture

Why instead of **TEAM** a **T.E.A.M.** is formed?

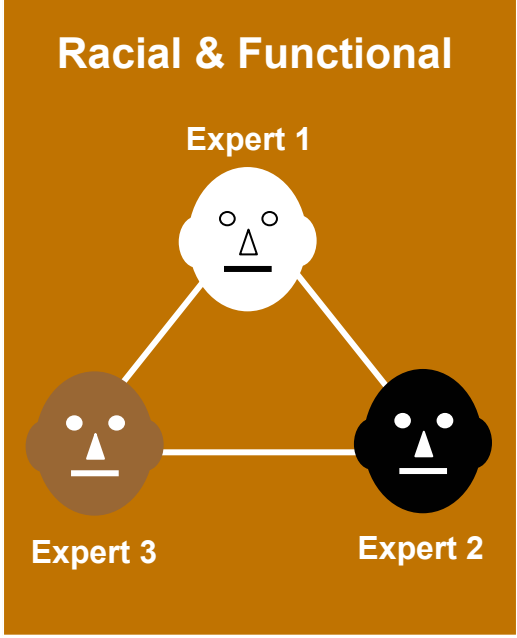
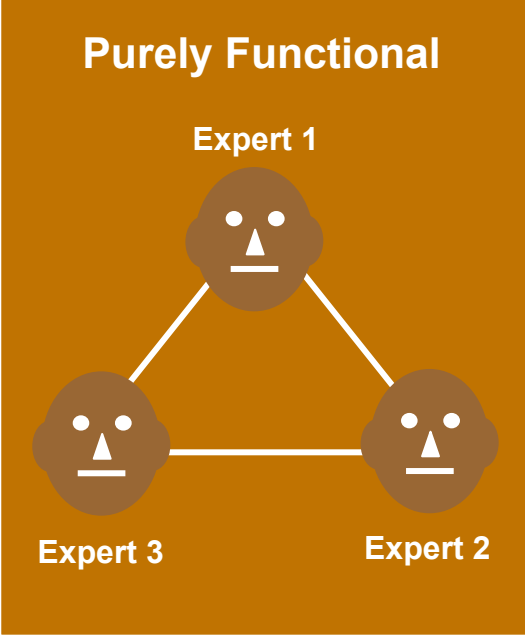
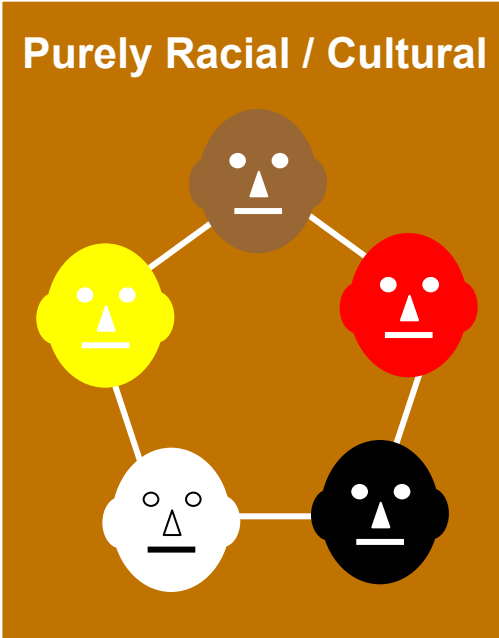
In order to provide a response, we would need to analyze the common perception about forming a **TEAM** by asking:

What is the common “criteria” in forming a TEAM?

D I V E R S I T Y



Depending on the perception of fundamentals of **Diversity** in various organizations, this concept may be viewed as:



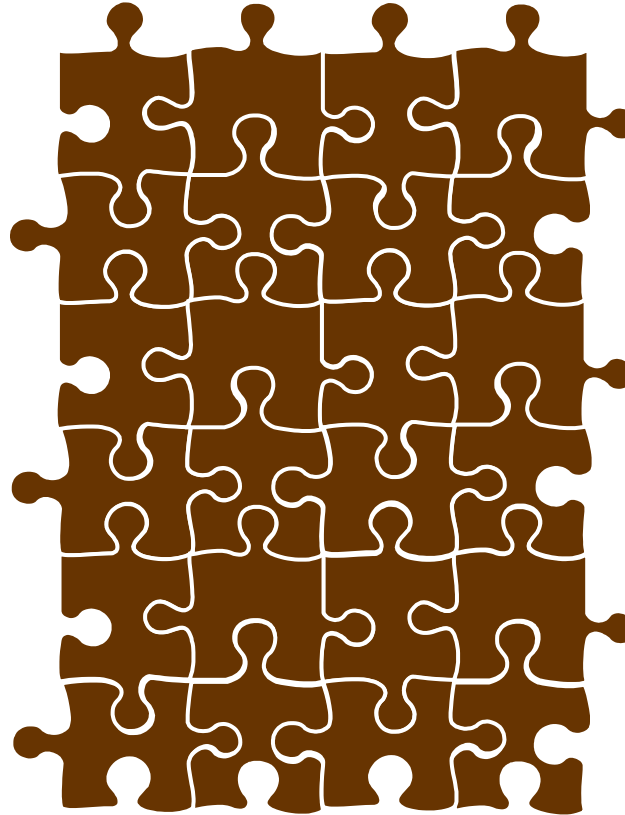
Is there anything fundamentally missing?

Think about it!

How a **TEAM** may be formed then?



Word of Advice!



“We can’t solve problems by using the same kind of thinking we used when created them.”

Diversity from expert's point of view

Ned Herrmann:

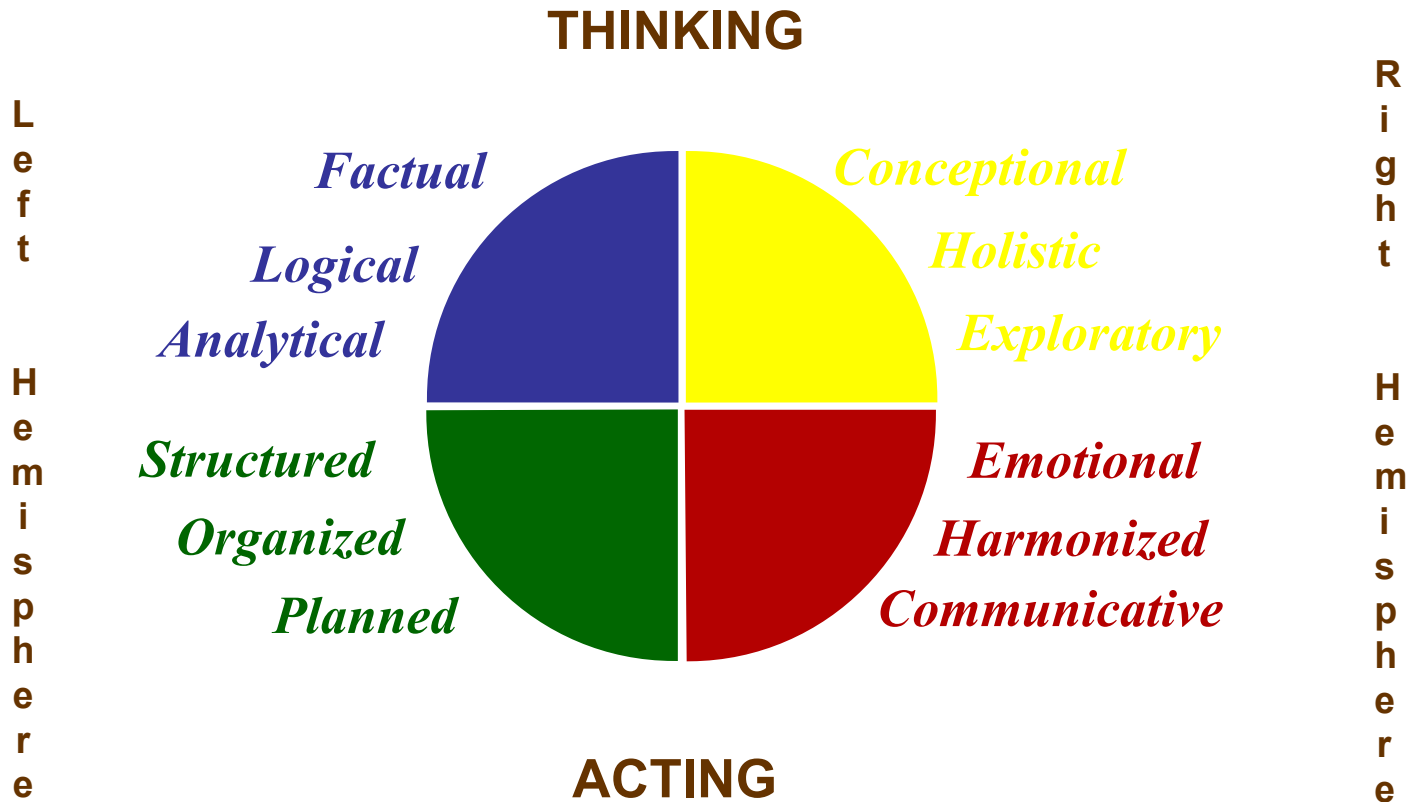
A gifted and talented child himself, Ned was always aware of the duality which his career subsequently reflected:

- ❖ Double major at Cornhill University in Physics and Music
- ❖ 35 years at GE (12 years in Management Education)
- ❖ 30 years a singer and artist (sang in both Carnegie Halls - Pittsburgh and New York - 24 years a professional artist).
- ❖ In 1976 Ned began his research into creativity and the human brain which led him to combine his own concepts with the left/right and triune brain theories to create the whole brain model. Upon Ned's election to the prestigious Training Magazine Hall of Fame, his work was cited as "one of the most significant contributions to training and development".
- ❖ In 1978, Ned Herrmann created the Herrmann Brain Dominance Instrument (HBDI) which measures and expresses unique individual thinking preferences.
- ❖ Ned died on Christmas Eve 1999 but his pioneering work continues to help many thousands of people and organizations around the world.



DIVERSITY

Herrmann Brain Dominance Instrument (HBDI)



In forming a true **TEAM** what is the other most fundamental element?



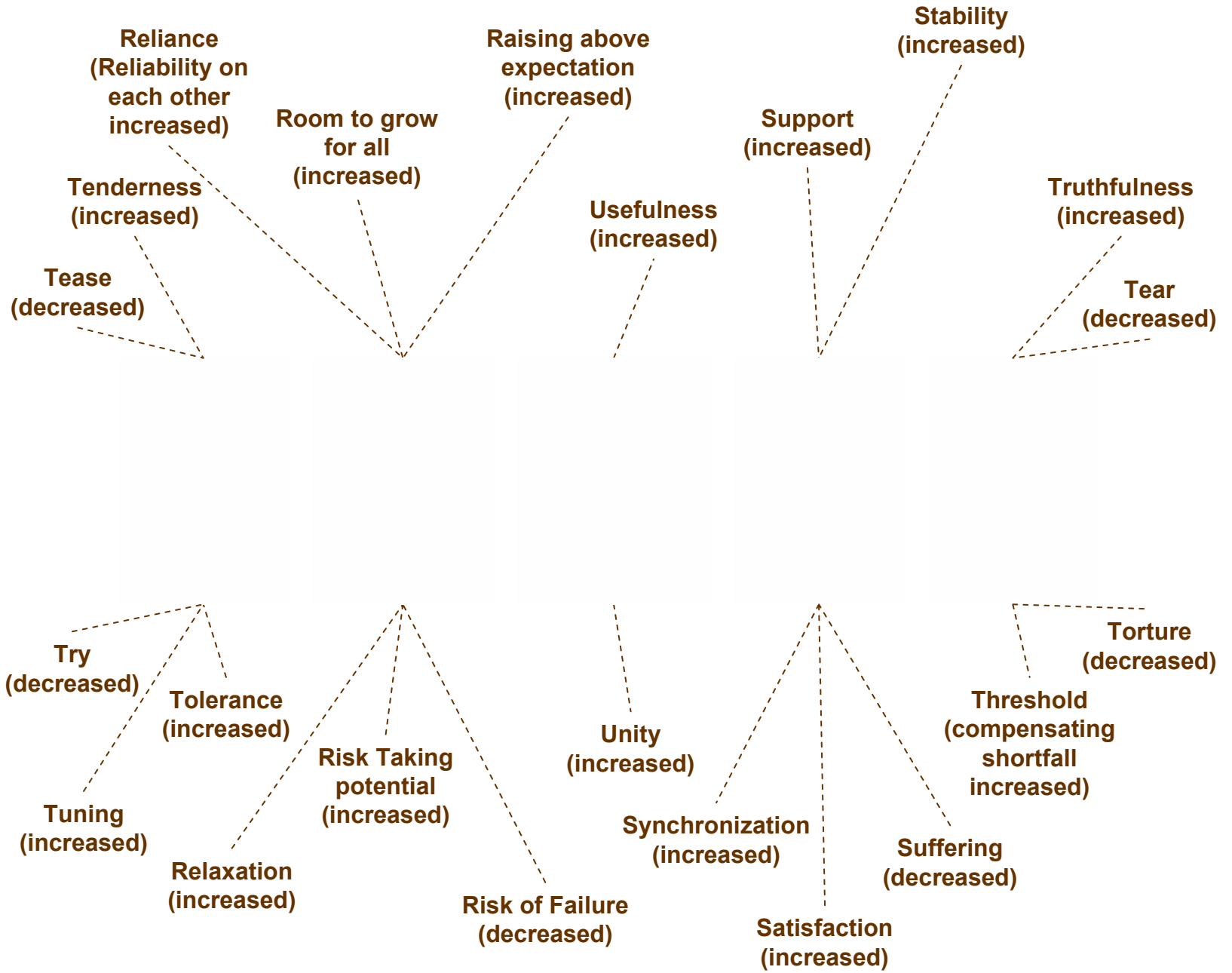
E L T Q T T E S T
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T I U T E R E T Y
R E P E A T E A M

TRUST



What would **TRUST** entail?





To Recap:

To ensure the formation of **TEAM** rather than **T.E.A.M.**, we would need to capitalize simultaneously on two fundamental concepts :

True
D I V E R S I T Y
and
T R U S T



Your Thoughts!



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The Business Excellence Realization

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