



**THE 10 DIFFERENTIATORS OF EXCEPTIONAL TEAMS IN HIGHER ED** *#AItraining*



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**ai** ACADEMIC IMPRESSIONS

 **LEARNING OUTCOME**

**After participating...**  
...you will be able to better participate in and lead your team.

**ai** ACADEMIC IMPRESSIONS 2

To build a high performing team...




...is a daunting task.



**AGENDA**

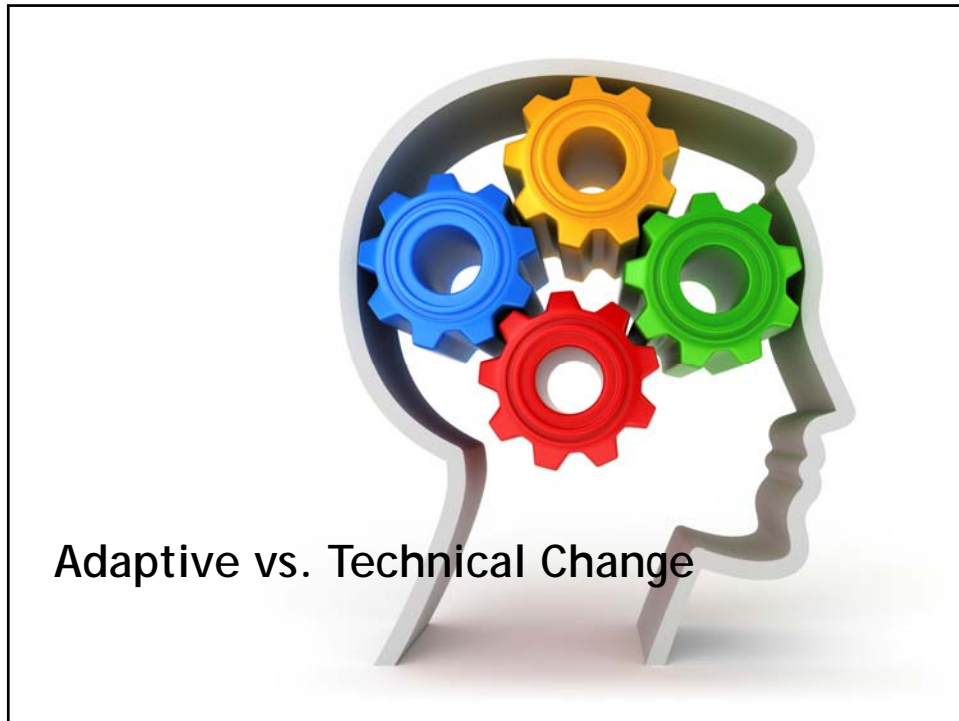
- Adaptive versus technical change
- Unique challenges facing higher education teams
- What the action research says about exceptional teams

 **ACADEMIC**  
IMPRESSIONS 5

*#Altraining*

**A CHANGING OPERATING ENVIRONMENT**

 **ACADEMIC**  
IMPRESSIONS 6



*#Altraining*

UNIQUE CHALLENGES OF TEAMS IN  
HIGHER EDUCATION

**ai** ACADEMIC  
IMPRESSIONS 8

# The 10 Differentiators of Exceptional Teams in Higher Education

Collaboration across multiple boundaries is essential.



## WHAT IS AN EXCEPTIONAL TEAM?



- Group of people (4-12)
- Requisite talent
- Shared purposes
- Work interdependently
- Committed to each other's success
- Mutually accountable



## 10 DIFFERENTIATING CHARACTERISTICS OF EXCEPTIONAL TEAMS

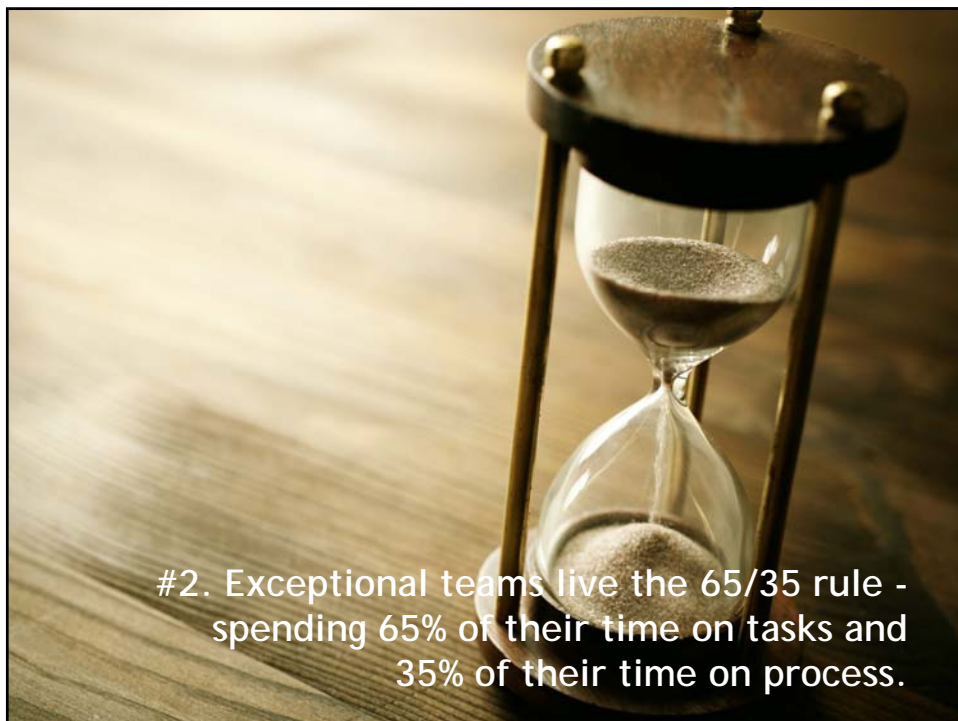




# The 10 Differentiators of Exceptional Teams in Higher Education



#1. Exceptional teams  
have a high level of trust.



#2. Exceptional teams live the 65/35 rule -  
spending 65% of their time on tasks and  
35% of their time on process.

#3. Exceptional teams consistently  
make good decisions.



## MEETING EVALUATION

### 5 QUESTIONS

1. Given the purpose of our meeting, how effective was it? (scale of 1-10)
2. How involved did you feel? (scale of 1-10)
3. What did you like the most?
4. What did you like the least?
5. Please offer any comments/ suggestions/ advice for future meetings.



#4. Exceptional teams conduct  
highly effective meetings.



■ 5 LEVELS OF  
DECISION MAKING

**LEVEL I:** Leader makes the decision alone

**LEVEL II:** Leader gathers input from individuals and then makes the decision

**LEVEL III:** Leader gathers input from her team but still makes the decision herself

**LEVEL IV:** Leader has one vote, just like everyone else in the group


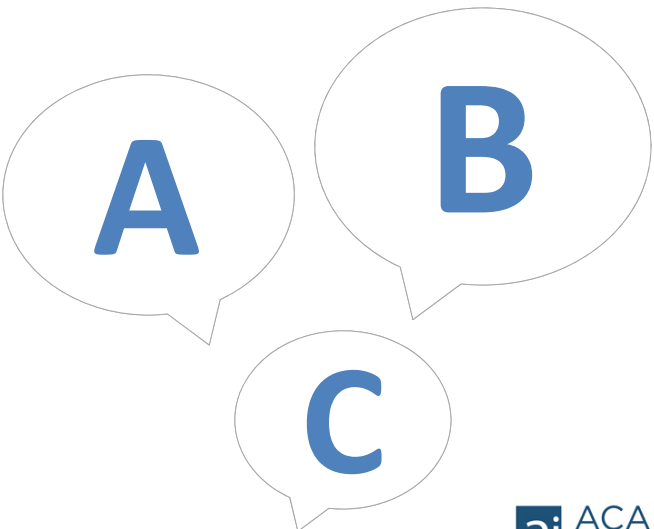
**LEVEL V:** Leader delegates the decision with criteria and constraints



#5. Exceptional teams have explicit "ground rules."



#6. Exceptional teams don't allow triangulation.



# The 10 Differentiators of Exceptional Teams in Higher Education



#9. Exceptional teams deal  
effectively with conflict.



#10. Exceptional teams  
have rigorous supervisory  
and performance  
appraisal practices.





## QUESTIONS



## RESOURCE

[5 Secrets](#) to Developing a High-  
Performing Team in Higher  
Education



## EVALUATION

# Thank you!

Please remember to complete the event evaluation.  
Your comments will help us continually improve the  
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