

# The Search for the Lost Dutchman's Goldmine



Your Organization

**Delivery Date**

Presented by:  
**The TEAM Approach®**





# "Videotapes" and "Mud"

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*Information is nourishment for success.*

1. If you share information and ideas with other teams, what is gained? Is anything lost?
2. What are some examples of the “videotape” metaphor in your organization? How can best practices be shared more effectively?
3. What kinds of “mud” need to be addressed and fixed in your organization? What impact is it having?
4. How can we best manage the “mud” that often occurs as we try to move ahead?

# Leadership

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*We cannot become what we want to be by remaining what we are.*



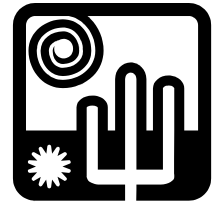
1. How would you define leadership? How does this definition relate to the game? To your work?
2. In your organization, is leadership perceived more as a role or an action? How does this perception impact the daily work you do?
3. Could your organization benefit from more informal leaders? What prevents or encourages informal leadership where you work?





# Next Actions

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**First:** *List three possible ideas that, if implemented, could do one or more of the following in your organization:*

- Reduce “mud” in the workplace
- Minimize the hoarding of “spare tires”
- Allow for more intentional sharing of “turbo chargers”
- Reduce the withholding of information to gain competitive edge
- Bring fuller understanding of day to day realities & concerns to leadership
- Increase collaboration in major and minor ways

**Next:** *Sketch out details of how your ideas could be implemented – who would do what, and how would you get buy-in and approval?*



## Your Expedition Leaders:

**Rick Stamm** is the founder of The TEAM Approach®, a 20 year old team development firm based in Lancaster PA, which has clients and customers worldwide and a network of over 60 associate consulting firms. Rick began his career in training and staff development with the PA Bureau of Vocational Rehabilitation. Prior to launching The TEAM Approach® in 1986, he was founder of Gateway Placement Institute and also served in the Air National Guard where he retired as a Lt. Col from his duties as Pilot, Aircraft Commander and Group Training Officer. He holds a Masters Degree in Community Psychology and applies that work to creating innovative approaches to teamwork in client organizations.

**Susan Stamm** is President of The TEAM Approach, Inc. and leads the company's sales and marketing efforts in addition to her role in the classroom as instructor and facilitator. She has created and delivered customized training solutions for clients in both public and private sectors. Her fascination with human behavior began while working at a state hospital in the 1980's. Armed with a degree in Organizational Behavior and Management she has applied that passion to helping teams and team leaders in all types of organizations become more successful.

## Learning Philosophy of The TEAM Approach®

1. All development is self-development.
2. You learn only what you want to learn, when you want to learn it.
3. Feedback is essential for learning.
4. Not all performance problems are cured by instruction.
5. Behavior is not changed in a single training event, but as a result of a process that links the learning to practice and feedback.
6. Organizational change is most successful when developed and implemented at the team level, one team at a time.

### To take our Free Team Check-Up:

<http://www.teamapproach.com/checkup.asp>

### Our schedule of free showcases, certifications and train-the-trainer events:

<http://www.teamapproach.com/schedule.asp>