



OPM's Leadership Webinar Series

The Secret to Creating Collaborative Teams

Presented by Kathy Osvath and Janet Postier, PhD

Faculty, Center for Leadership Development

Center for Leadership Development

Developing Visionary Leaders to Transform Government

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Strategic Alignment



President's Management Agenda Key Driver of Transformation

People – Workforce for the 21st Century



OPM Strategic Plan Initiatives

- Improve integration and communication of OPM services to Federal agencies
- Optimize Agency Performance





Norms

- Have access to chat box and be ready to type.
- Avoid possible disruptions for others by refraining from taking other calls or participating in other work activities.
- Participate actively with full presence.
- Ask for what you need (on chat).



About Kathy Osvath



- CLD faculty since 2015
- Facilitator, Leadership Coach, Curriculum Designer, Lead Faculty for the NOAA Leadership Programs
- Expert in Creative Problem Solving, Decision-Making Skills, and Emotional Intelligence



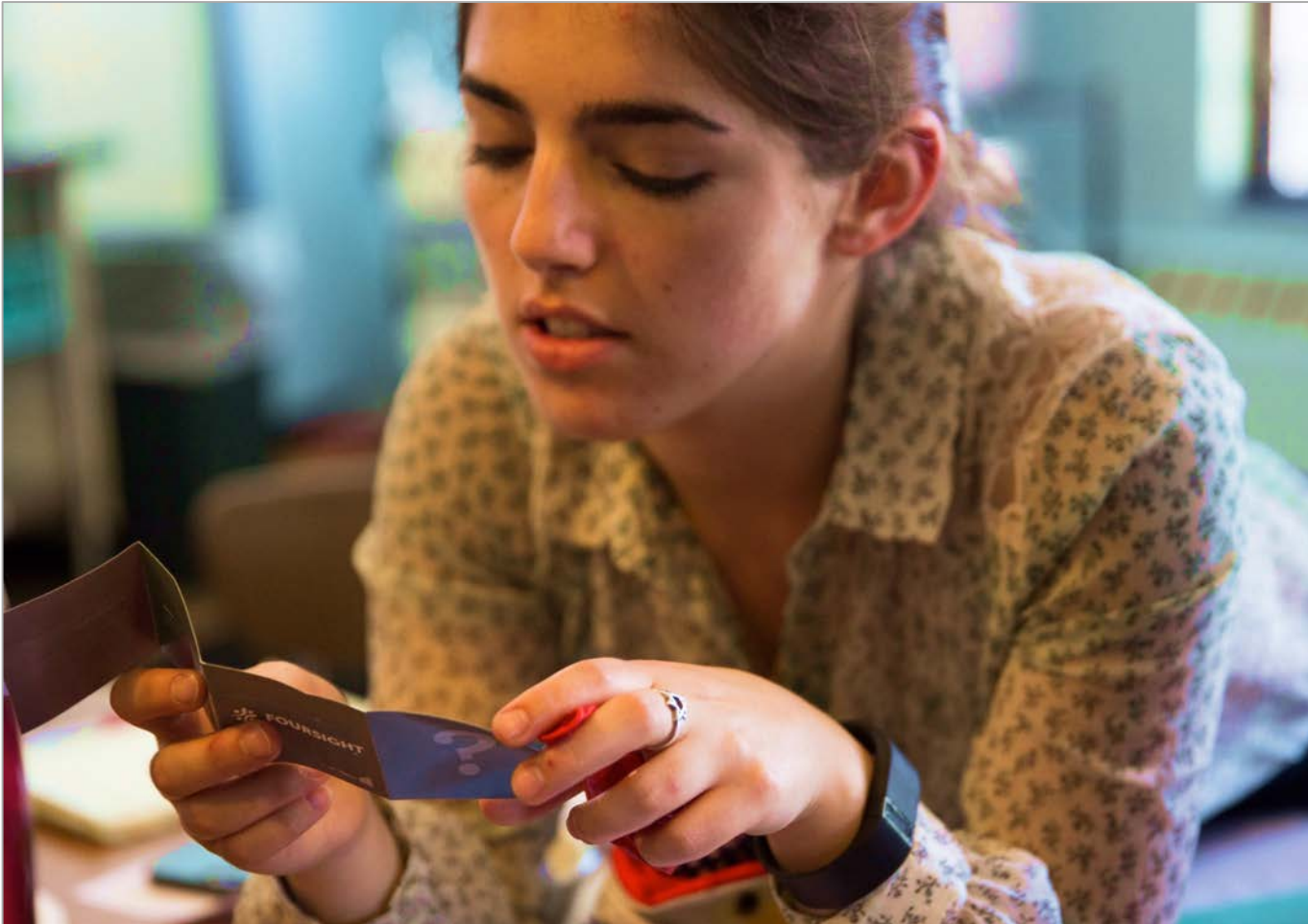
About Janet Postier



- CLD faculty since 2015
- Facilitator, Developmental Coach, Faculty Chair for Peace Corps Leadership Programs, Faculty Supervisor
- Expert in Creative Problem Solving, Team Development, Vertical Leadership, and Intercultural Leader Development



How do you approach a challenge?



Adapted from FOURSIGHT



Different Thinking Styles!

- Must read instructions!
- Travel itinerary is a must
- I trust my gut!
- Hate reading instructions
- Like to be spontaneous
- Where is the proof?

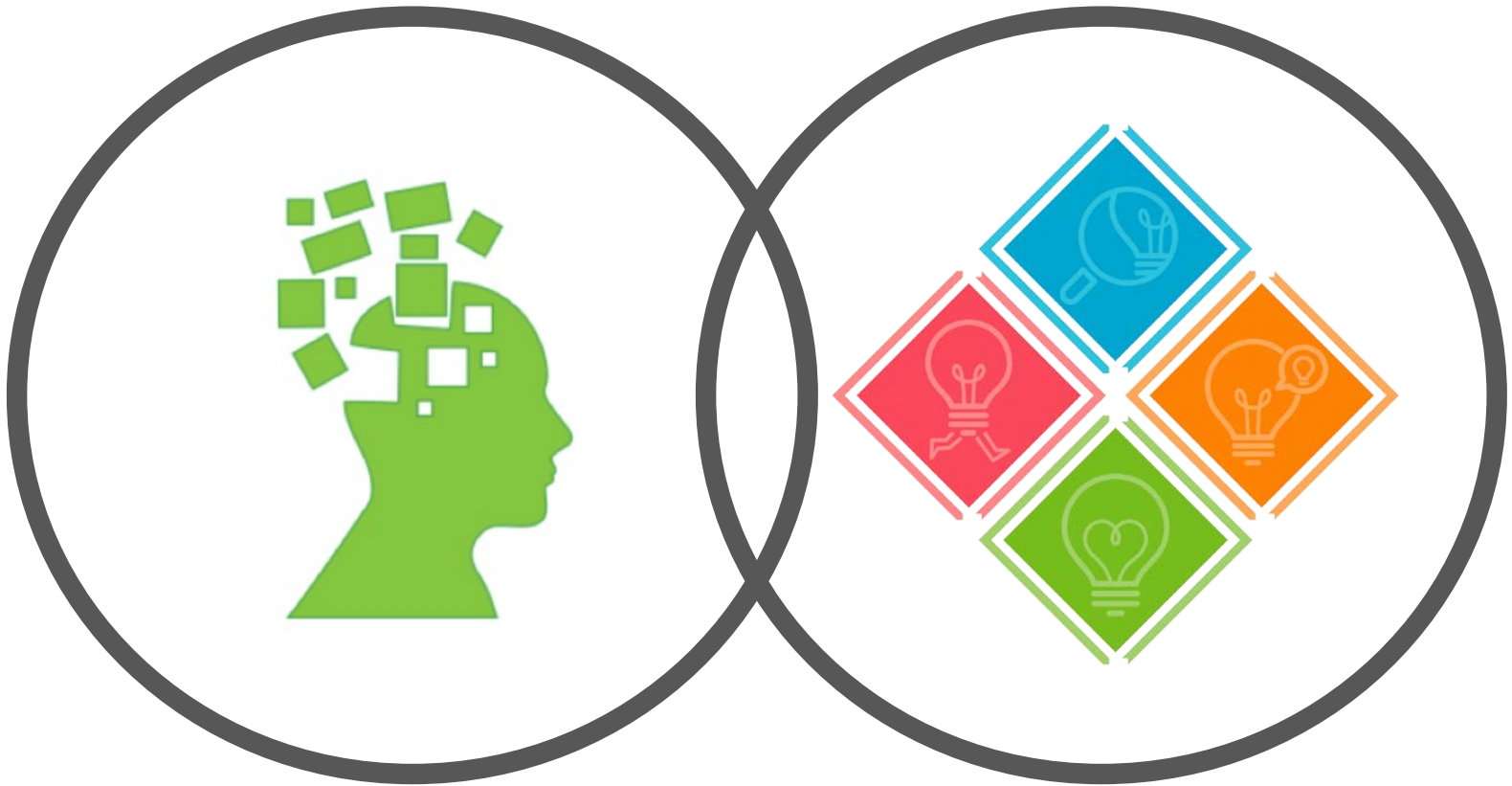


Webinar Outcomes

- Gain self awareness about your thinking preferences when problem solving
- Better understand the preferences of others
- Leverage those differences to achieve better results when collaborating with others



Know Your Mind



Adapted from FOURSIGHT



The 4-Step Creative Process



Clarify the
Challenge



Generate
Ideas



Develop
Solutions



Implement
Plans



FourSight Preferences



Adapted from FOURSIGHT



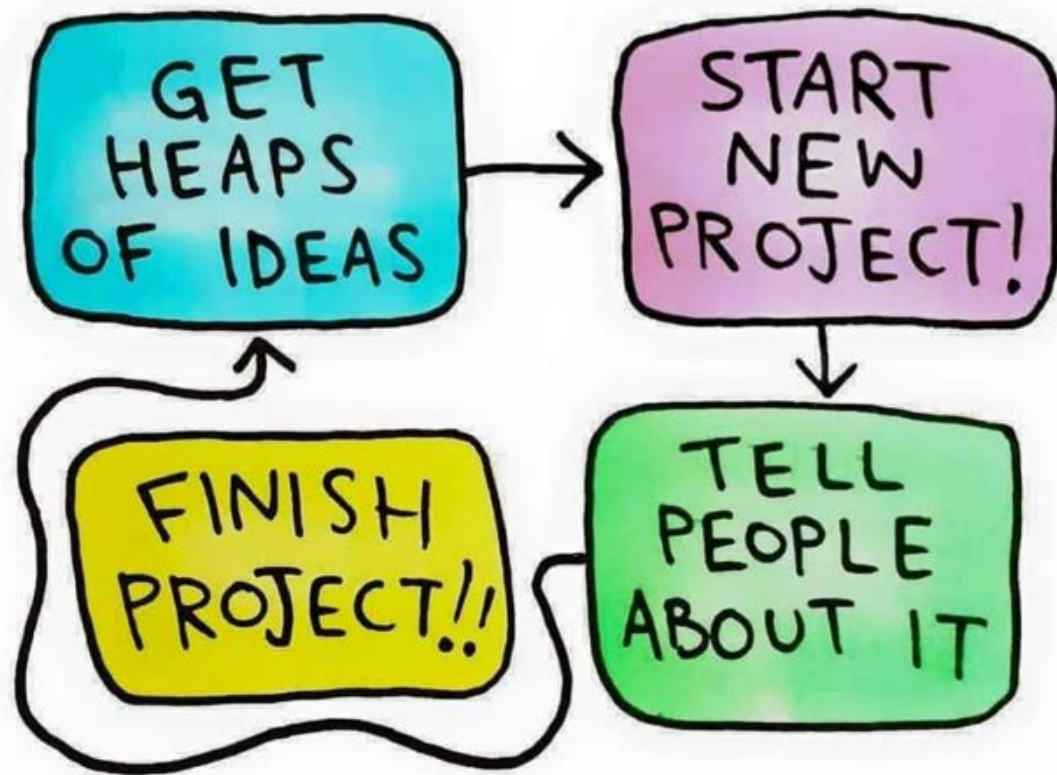
Clarifiers LOVE Fact Finding



**“Of course we can make fast decisions ...
once we have considered the 4872 factors.”**



Ideators LOVE Ideating



Developers LOVE Perfecting





Implementers LOVE Getting Things Done

DO IT
& DO IT NOW...



What Sounds Like You?

Clarifiers want

- Order and facts
- An understanding of history
- Access to information
- Permission to ask questions

Developers want

- Time and space to consider the options
- A chance to evaluate
- The opportunity to develop ideas and make them better

Ideators want

- Room to be playful
- Creative thinking time
- Constant stimulation
- Variety and change

Implementers want

- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



Clarifiers Want...



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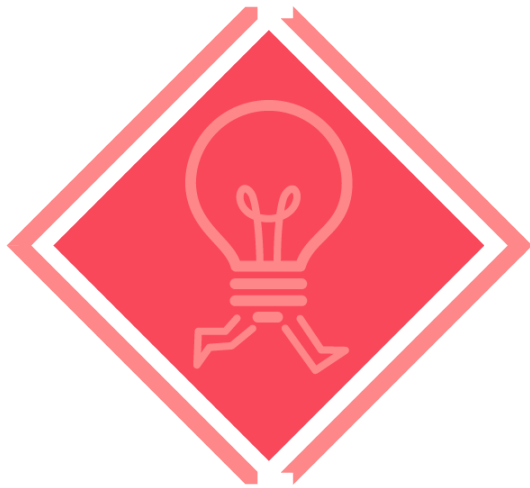
Developers Want...



- Time and space to consider the options
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Implementers Want...



- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



Thinking Differently

- Think of someone who thinks differently from you
- Underline characteristics on worksheet or write down phrases that describe that person



What Sounds Like The Other Person?

Clarifiers want

- Order and facts
- An understanding of history
- Access to information
- Permission to ask questions

Developers want

- Time and space to consider the options
- A chance to evaluate
- The opportunity to develop ideas and make them better

Ideators want

- Room to be playful
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Implementers want

- A sense that others are moving quickly
- A sense of control
- Timely responses
- Action and results



Why Do Thinking Styles Matter?

- 80% of people prefer one of these approaches to solving problems:
 - a) Understand the problem or goal
 - b) Think of ideas
 - c) Make sure the ideas are strong
 - d) Get it done!



Create Conditions for Team Success!

When working in teams, pause and reflect...

- Where are we in the four-step process?
- What worked and what didn't?
- What have we learned?
- Are we fostering the diversity and strengths in our team?



Adapted from FOURSIGHT



The Secret is...Diverse Teams!

- Similar thinking styles PROS...you “get each other”
- Similar thinking styles CONS...may overlook the same steps
- Diversity of thinking styles wins, especially when we appreciate the energy others bring that you don’t



Adapted from FOURSIGHT



Summary

The Secret to Effective Collaboration...

- ✓ Understand different thinking styles
- ✓ Recognize variety of energy highs and lows
- ✓ Appreciate our differences
- ✓ Build diverse teams



Questions?





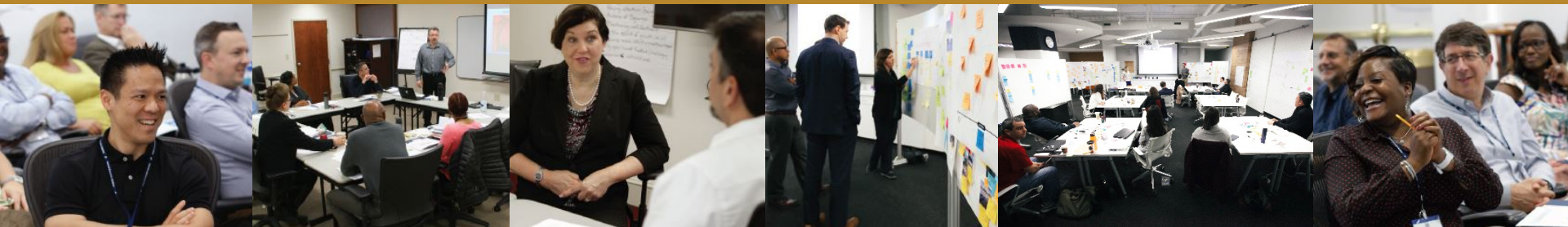
Feedback

- What is one thing you can take away from today's webinar?
- Are you interested in going deeper and learning more about this topic?



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Thank you for your participation and service to our nation!

Presented by Kathy Osvath and Janet Postier, PhD

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