

Collaborate... and WIN

Dr. Jim Dyke

Let's face it—

In our highly competitive American culture, building and leading a team presents a baffling paradox: we all want to excel, achieve, and *win*, but we all want to *stand out* as well—stand out from the crowd and reap individual rewards!

The Dilemma

We see the inevitable results of this dilemma in professional team sports—the tug of war between passing and shooting; scoring personal stats or scoring a team victory; fueling the win or fueling our career. What's a leader to do? In his wonderfully thought-provoking book, *If Aristotle Ran General Motors*,¹ philosopher and consultant Tom Morris characterizes the team dynamics that define the options for teams and team leaders.

Me Against The World

The **Combative** team is motivated by self-Preservation, where team members spend their time fighting one another. It's characterized by aggression and resistance—the extreme “dog-eat-dog” attitude that ultimately scars more than it succeeds.

Me First

The **Competitive** team is steeped in the “push” of self-Promotion, where members strive to stand out in an atmosphere of rivalry—putting their own individual goals ahead of the team's focus and purpose. Like Michael Jordan said—*there's no ME in TEAM, but there's an I in WIN.*

What'chu Mean WE?

The **Cooperative** team is a step in the right direction. Team members pull together for the common good in an atmosphere of compliant agreement. It sounds great on the surface, but it's a dangerous compromise of the ideal.

YES Will Cost You

Too often in this climate, team members become coerced into agreement with top-down decisions and compromised solutions. The price of obedience is often an attitude of sullen surrender, where we all “go along to get along.” What's lost is the active and positive enthusiastic synergy that takes team performance to the next level—creative problem-solving; fresh ideas; and the leveraging of unique skills, strengths, and viewpoints in a talented and diverse work group.

Synergy, Baby!

We want the **Collaborative** team. According to Morris, it happens when—*you collaborate with others, you partner up; you bring the best of who you are and what you know to the table, as does your partner, and together you think and act in ways that might not have been available to either of you alone.*²

Band of Brothers

You know you've arrived when team members are focused on a challenging team goal and take delight in their individual contributions to the whole. It's about *community*.

It's seeing the state of maximum achievement in *relational* terms—a level of performance you can't access for yourself without the help and contribution of others.

It's Up To US... Together

It can't happen unless you all participate—team leader and team members—with the attitude “all for one and one for all.” It's not easy, but we'll help you get there with some practical resources in the companion issue of *The Personal Trainer*. Check it out. You can access it at...

<http://www.TheBossDoctor.net/PTRAIN07.pdf>



1. New York: Henry Holt and Company, Inc., 1997.
2. Ibid, page 61.

Leadership Tracks is a resource for growing leaders edited by Dr. Jim Dyke, the Founder and Director of **Corporate Leadership Initiatives, Inc.**—an organization dedicated to equipping men and women with skills and principles pertinent to the role and life of a modern, transformational leader of the 21st century. For more information, you can log on to the website at: www.CLInet.com and www.TheBossDoctor.net to connect with additional practical and creative resources, including **The Personal Trainer**—a specially-designed tool for personal reflection and discussion that will help you and your team apply the ideas and principles presented in this newsletter. Copyright 2020—James R. Dyke—all rights reserved.