MODULE 3

Building Great Teams





MODULE 3 BUILDING GREAT TEAMS

Why Teams?



- You will not unlock greatness alone
- "If you want to go fast, go alone. If you want to go far, go together" - African Proverb
- A team is a group of individuals committed to a clear vision
- Teams need good leaders. Leaders set the pace – "Match me"
- Good leaders set the standard for accountability
- Great teams have a shared language that activates their culture
- Teams require vulnerability. Think about the 4 H's (History, Heartbreak, Hero, Hope)





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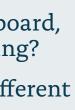


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roup of individuals o a crystal clear vision.	 Great team leaders speak one thing 5 times, bad team leaders speak 5,000 tat once A team is like a bus ride – who's on b what's our identity, where are we goin You need diversity on your team - dif people need different seats on your be
s provide a moment ure and the team.	 Huddles are not a moment to complate the complexity of th
hared language is necessary ouilding longevity in eam's culture	 A shared language unites a team and creates inclusion Sometimes you need to redirect people
ividual to work , goal, and expectation	 Teams require accountability Teams hold each other to a standard to meet your vision and goals Learn to fail forward Separate the "who" from "do" – what I did was wrong, not who I am
ability. t is through the 4 H's	 History Heartbreak Hero Hope







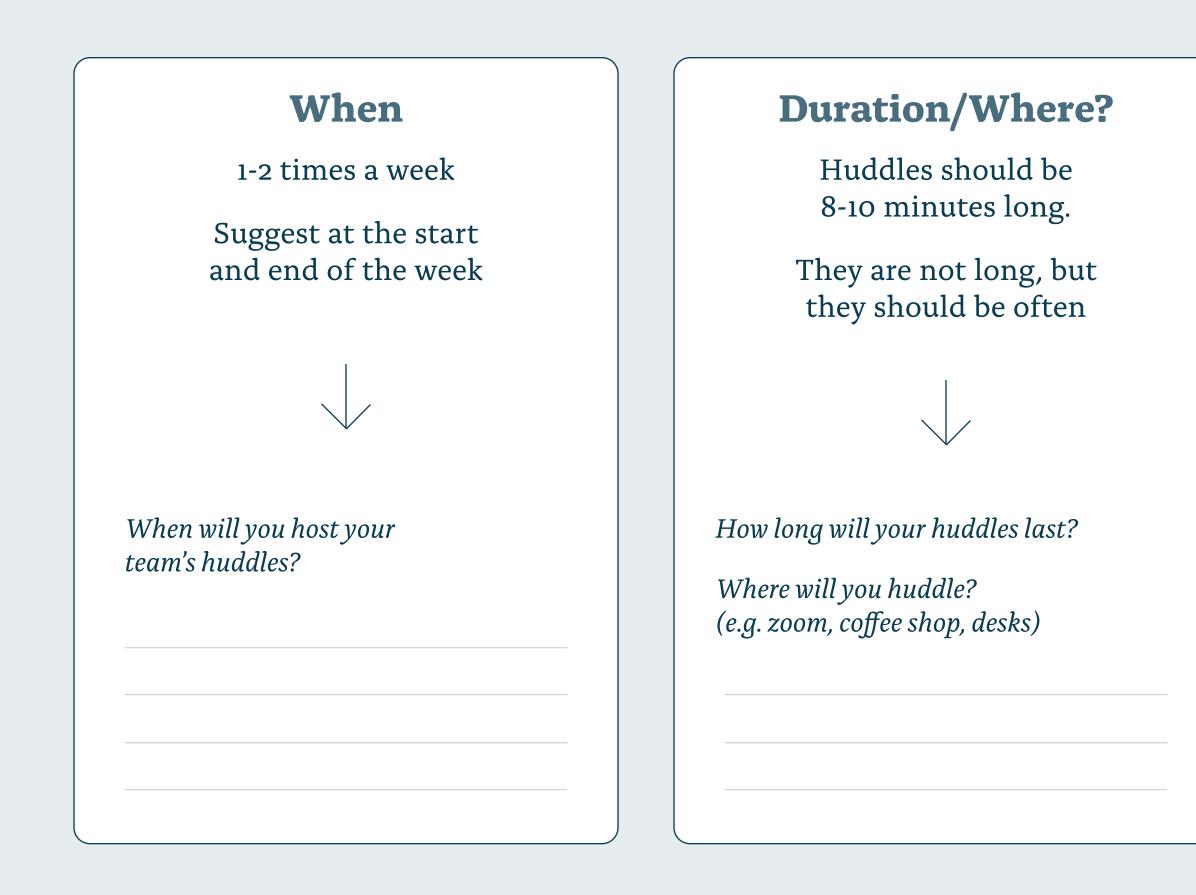






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The huddle is a rally for the team with the intent of speaking a language that is positive, repetitive and that they can then start to speak to each other.





The huddle is a powerful tool, a tool that works well to help a group of people become a resilient team.

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Positive energy is intentional, it doesn't happen on its own. And when it does happen it is like a muscle, it won't stay strong unless you keep on working it.

Celebrate

Be sure to create moments of celebration in your team huddle

Hold time for a quick "highlights and highfives" where other people can praise those on their team

How can you celebrate the achievers on your team?

How can you foster a culture of support and diversity?

Prompts

Discuss key goals and benchmarks

Share what's working that week and what isn't

Use it as a moment for collaboration – allowing everyone to share ideas to improve

How can you suggest *improvements to your team/* firm in a constructive manner?

Worksheet: How To Huddle







Teams often require vulnerability and empathy.

Team leaders should lead by example by facilitating dialogue that allows everyone to share their hopes for a team, practice, or firm.

Ask members on your team to fill out the 4H worksheet and ask your team to share their worksheets with each other at your next huddle.





History

What is your story?

Heartbreak

What has disappointed you in the past?

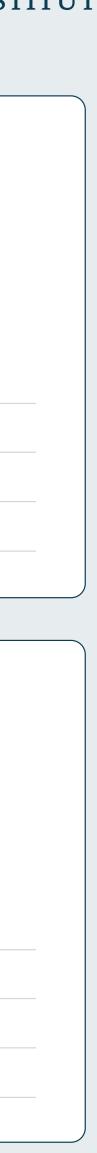
Hero

Who do you admire?

Hope

What are your aspirations? What do they look like for you, what do they look like for the team?

Worksheet: The Four H's







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