

## **A Healthy Team/ Questions and Answers Session**

***Bobb Biehl** is the President and Founder of Masterplanning Group International. Since 1976, he has personally consulted with over 400 clients and has met one-to-one with over 4,000 executives. He is the author of 35 leadership and management tools in the area of personal and organisational development, including *Boardroom Confidence*, *Leading with Confidence*, *Stop Setting Goals and Why You Do What You Do*. He was a member of the board of directors of *Focus on the Family* for more than 31 years, and is a board member of publicly traded companies. Prior to founding Masterplanning Group, he was on the executive staff of World Vision International.*

### **A Healthy Team**

As you develop a healthy team, would it be helpful to you and your team to have a way to identify the vital signs and standards which need to be charted – as you report the health of your team? This session teaches you – as a growing servant leader – how to use a proven tool called the “7 Vital Signs and 5 Standards“ to make sure your team is developing in a healthy way ... or, spot the areas in which your team needs to work to become healthy once again.

#### **The “Vital Signs” and “Standards” of Healthy Growth: *Projecting Your Team’s 10-YEAR Future...Avoiding Dangers (Blind Spots) Trends***

##### I. QUESTION:

How important is it to YOU to project your organization’s VITAL SIGNS AND STANDARDS for the future?

##### II. INTRODUCTORY STORY

A Major Bank—clarification of Vital Signs and Standards—executive team unified

##### III. “FOG CUTTING ARROW”

###### A. Benefit Word: Future

1. Need to project/anticipate? (Presidential level/Team level)
2. If this is the future...what do we need to do to get ready?

3. Hype vs. getting ready for coming growth (genuine excitement)

B. Arrow Shaft Word: Ten year projections

1. Everything hangs off the projections
2. Inspiring to see implications of growth
3. Can be accurate to the month...all things being equal

C. Top Cutting Edge: If we do no better—than we have been doing

1. % growth last 3 years
2. If no better than past 3 years
3. Project 10 years

D. Bottom Cutting Edge: Context

1. Long term future projections
2. “Big Picture” trend lines of the organization’s health
3. Way to really forecast when to start planning the next new buildings

#### IV. INSTRUCTIONS

A. Annual—Monthly reports to show progress

1. 1/50—many charts/graphs/reports
  
2. 7 VITAL SIGNS—top 7 (Arbitrary but about the right number). A quick look at the next 10 years
  
3. What are the 7 vital signs of success in your work? (Chart should go up and up)

A. Research your actual results in these 7 vital signs for the past three years. Then ask yourself:

1. If we grow at the same % per year...where will we be in 10 years?
  
2. If we grow a few % less/year than we have been where will we be in 10 years?
  
3. If we were to grow a few % more/year than in the past three years where will we be in 10 years?
  
4. Chart these out...review as needed!
  
5. Any exterior vital signs we need to track? (Market, Geographic, Ranking, etc.)

All things being equal...this projection should represent a “ballpark view” of our future.

6. As we anticipate such a future what do we have to do today to get ready?

B. 5 STANDARDS—A quick way for monitoring/evaluating your team’s performance

1. What are the 5 standards of quality in your work? (3 minutes)

2. What would be the red—yellow—green levels of performance? (2 minutes)

3. Chart these out...review as needed!

C. In addition to the obvious benefit of using these graphics as management tools, as these charts/graphs look good/exciting they can also be used in presentations to banks, strategic allies, potential buyers, investors, etc.

#### V. A LIFELONG TOOL FOR YOUR USE

... AND A TOOL YOU CAN USE IN TEACHING OTHERS TO LEAD!

YOU now have a tool to HELP YOU...project your organization's VITAL SIGNS AND STANDARDS for the future...AVAILABLE TO YOU 24 x 7 x 365 x LIFE

## **Questions and Answers Session**

Would you benefit from being able to ask any question you are asking yourself – of a consultant with experience in helping over 500 organizations / 5,000 individuals grow toward their full potential? Bring your best questions. Do not hesitate to ask an expert. Asking questions is one of the most effective ways a growing servant leader ... GROWS!

© 2011 - Bobb Biehl – [www.BobbBiehl.com](http://www.BobbBiehl.com)