



HUMANERGY



SPARK Entrepreneur Book Club Day Three: February 18, 2021

Prework: Think about your experience working with others in your network. What does it look and feel like when you are on the Green Path (making Transformative and Productive choices)? Conversely, what does it look and feel like when you are on the Red Path (making Manipulative or Destructive choices)?

Chapters 4 & 5 Summary

1. Team choices combine to create a Path.
 - a. Green Path behaviors
 - i. Caring, honest and direct
 - ii. Listen to understand
 - iii. Engage, align, learn and coordinate
 - iv. Share perspectives (data-driven)
 - v. Focus forward on solutions
 - b. Red Path behaviors
 - i. Dishonest, uncaring or indirect
 - ii. Attack/ avoid / freeze
 - iii. Ignore
 - iv. Accommodate
 - v. Blame others
 - vi. Be defensive
2. Great teams step through 4 major processes
 - a. Set Up Team
 - b. Plan Work
 - c. Do Work
 - d. Resolve Issues
3. Resolve issues breaks into three cycles, which should be examined sequentially.
 - a. Discipline Cycle: Are we doing what we said we'd do?
 - b. Improvement Cycle: Is this the right Plan?
 - c. Impact Cycle: Are we having the right impact? Do we have the right team? Are we truly aligned?

Chapters 4 & 5 Entrepreneurial Actions for Impact

Choose an aspect of the model and one team in your network that needs improvement. Create an action plan using FACET (Focus, Accountability, Compelling motivation, Easier-to-do and Tracking).

Need additional support? Email us at corey@humanergy.com and we'll email you a digital copy of the FACET tool and the What Great Teams Do Great model.