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***WHAT DO WE KNOW
ABOUT GREAT TEAMS?***

What is their common shared trait?



All great team builders



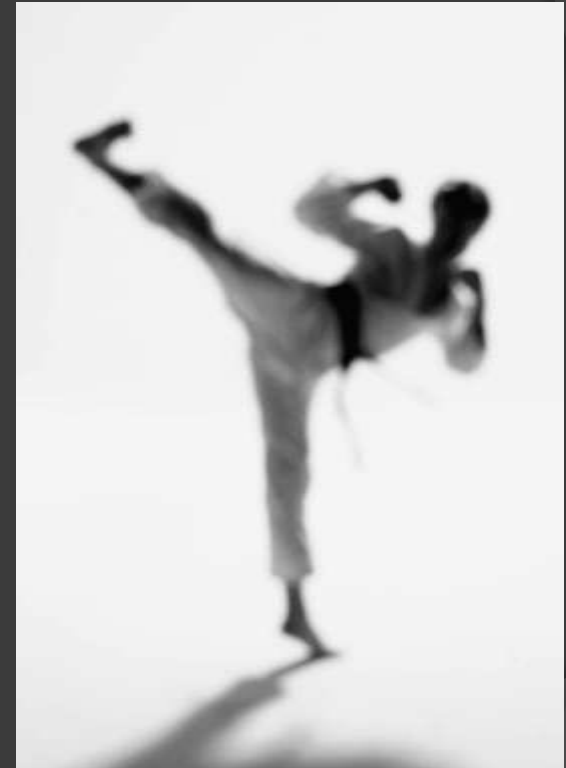
The first law of team building

- ⦿ “A person at rest stays at rest and an person in motion stays in motion, i.e. leader.”
- ⦿ The tendency to resist changes in their state of being is described as their wants and needs.



Attributes of Quality Leaders

- ⦿ Corporate Skills
- ⦿ Business Skills
- ⦿ Project Management
- ⦿ Customer Focused
- ⦿ Passion for Excellence
- ⦿ Decision Making
- ⦿ Team Development



Attributes of Quality Leaders

Explicit

- Corporate Skills
- Business Skills
- Project Management
- Customer Focused

Tacit

- Passion for Excellence
- Decision Making
- Team Building

Explicit Knowledge

Knowledge that can be readily transmitted to others

- Corporate Skills



- Business Skills



- Project Management



- Customer Focused



Tacit Knowledge

- Knowledge that is difficult to transfer to another person by means of writing it down or verbalizing it.



Tacit

Passion For Excellence

- Competent
- Self Starter
- Results Oriented
- Zeal, Energetic
- Personal Improvement
- Continuous learner



Tacit

Decision Making

- ⦿ Credibility
- ⦿ Adaptable
- ⦿ Open minded
- ⦿ Problem solving/Innovative
- ⦿ Personal courage, decisive



Tacit

Team Development (Hardest- 1)

- ⦿ Respected
- ⦿ Altruistic
- ⦿ Self actualized
- ⦿ Active listener
- ⦿ Positive
- ⦿ Gives everyone a chance to fail
- ⦿ Continuously changing challenge



Payoff for Developing Quality Leaders

- **Projects** – *On time, under budget, meets project charter, exceeds customer expectations*
- **Profits** - *Accomplish more strategic objectives*
- **Program** - *Paradigm shift for 6 Sigma program*
- **People** - *Future quality leaders will possess more of the critical skill sets found in your best Black Belts*

Quality Leadership Inventory (QLI)TM

- *The tool you need to identify and develop your future leaders*
- *The QLI was developed specifically to optimize X-belt selection and development*
- *The most effective means of developing your six sigma or project management human resources*

Taking the Survey

- Using a Web Browser, navigate to:
 - <http://www.alphagenesisgroup.com>



Completion of the Survey

AG short Sample: 1
Alpha Genesis Report Sample:

Robert Risen National Foods 1-14-2010 # 28576

Decision Making: The efficiency and effectiveness of an individual to make a determination based upon limited information.

- Bob exhibits sound judgment and uses logical reasoning skills when dealing with emotional topics.
- Bob uses a systematic approach in solving problems through analysis of the problem and evaluation of alternative solutions.
- Bob is open minded when making difficult decisions.
- Bob has the personal courage to defend and remain committed to his decision, even when faced with direct confrontations.
- Bob is able to develop unique and novel solutions to problems.

Bar Graphs:

National Average-----	83
Company Average-----	86
<u>Your Score</u> -----	91

Customer Satisfaction: A focus on meeting or exceeding a customer's needs and expectations within the parameters of cost, quality, and schedule.

- Bob is resourceful enough to meet customer needs.
- Bob Builds customer focus when working in groups.
- Bob is able to recover from service failures and rebuild customer confidence.
- Bob insures that customers know what to expect.
- Bob can project long term customers' needs and expectations while working within the parameters of cost, quality and schedules.

Bar Graphs:

National Average-----	86
Company Average-----	89
<u>Your Score</u> -----	93



Questions

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