

How to Turn Your Library Board into an Effective Team

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ClimerConsulting

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Hi! I'm Amy!



climer consulting

creativity training • team transformation • leadership development

Training, Speaking, Coaching in...

Creativity & Innovation

Team Development

Leadership & Change

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Bust some **myths** about
teams

Explore the **research**

Leave with **a plan**
to enhance **your team.**



Chat

Webinar Logistics: This is for you!

A few tools...

- Chat Box to respond to questions
- Question Breaks



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Teams vs. Working Groups



Teams...

“a small number of people...
committed to a **common purpose**,
performance goals, and **approach**
for which they hold themselves
mutually accountable.”

Working Groups...

“members interact primarily to share information, best practices, or perspectives and to make decisions **to help each individual perform** within his or her area of responsibility.”



Chat

Are you a part of a team or a working group?

Respond in the poll



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Chat

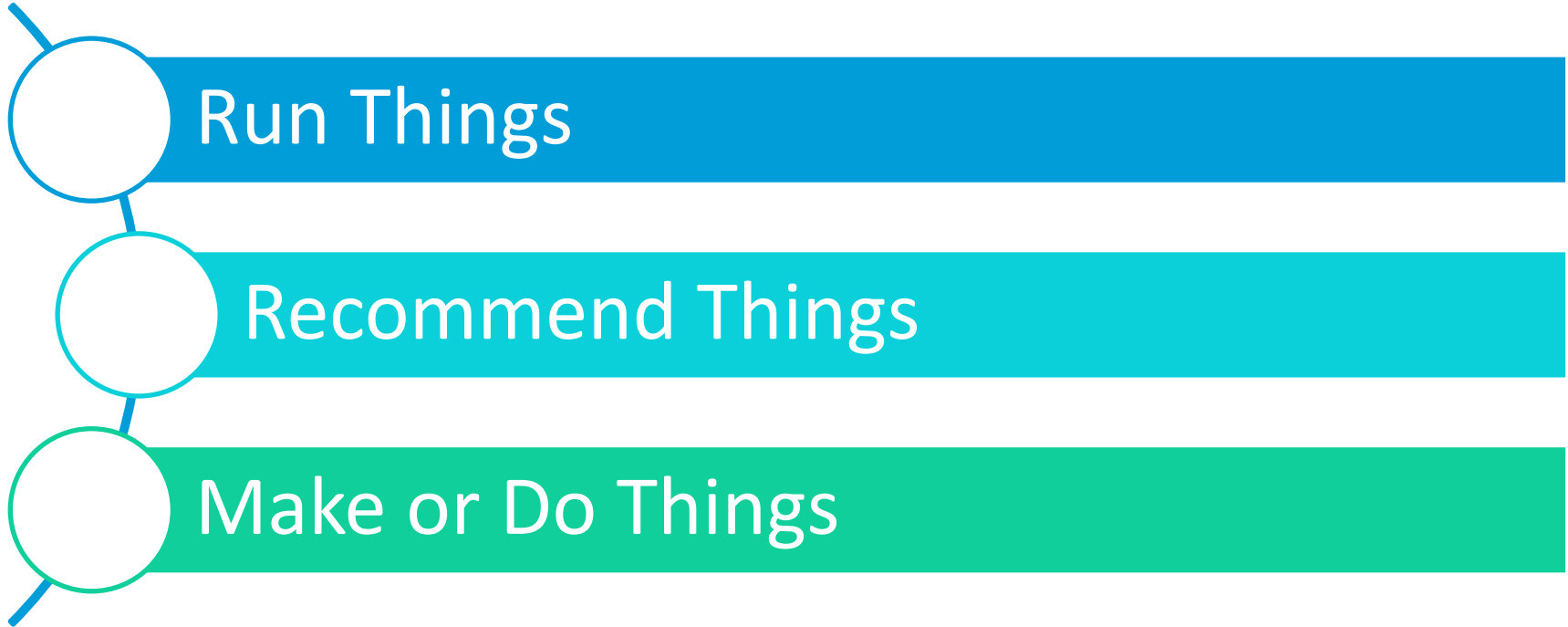
How would you describe your team?
Select a card that represents your team.

Go to: climercards.herokuapp.com/responses/new

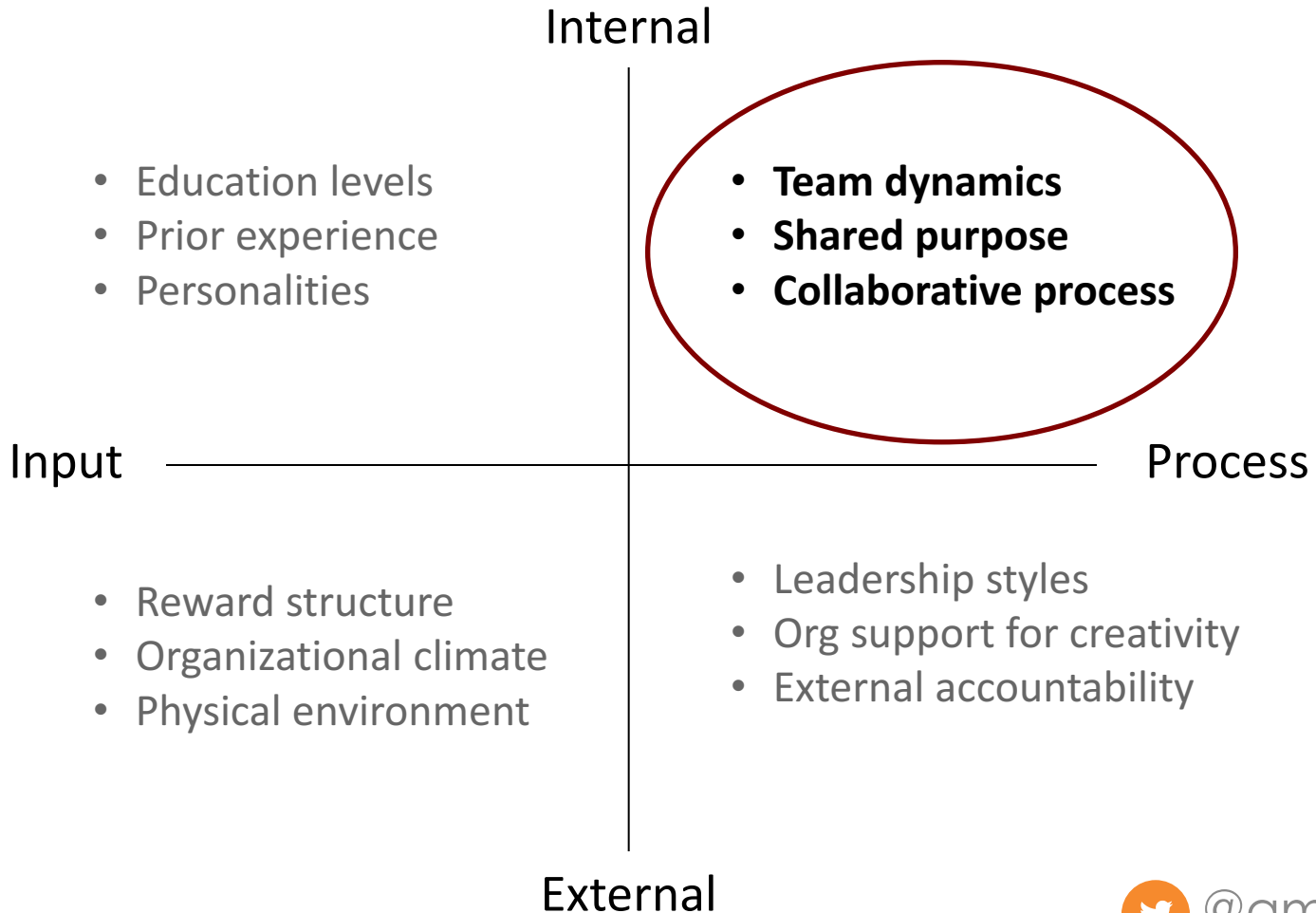
A vibrant collage of various colorful cards and illustrations. The cards feature diverse themes: a purple spiral, a green door, a red rotary phone, a hand holding a blue card, a pink tulip, a blue stethoscope, a blue and orange landscape with birds, and a network diagram with nodes and lines. The cards are layered and overlapping, creating a rich, multi-colored background.

Climer Cards

3 types of teams



**What impacts a
team's success?**





Internal-process variables
have the **greatest impact on**
creativity and innovation

6

Basics of High-Performing Teams

(Katzenbach & Smith, 1999)

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1. Keep it small

<12

is ideal. More can work, but...



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2. Complementary Skills



3. Shared Purpose





Chat

Question Break!

Don't be shy. 😊



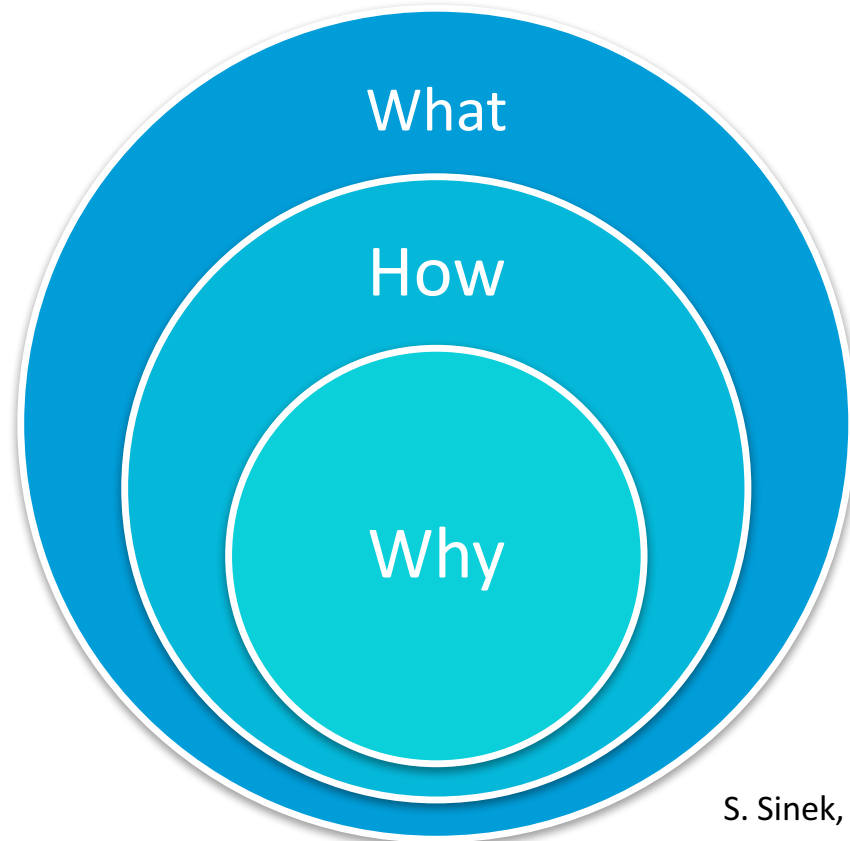
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4. Shared Goals

The Power of Why

Start with “Why”



Michael Jr. Comedy





Chat

Reactions to the Video

What resonated with
you in the video?

How does this relate to
your work on the library
board?



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5. Common Approach





6. Mutual Accountability

6 Basics of High Performing Teams

1. Keep it small
2. Complementary skills
3. Shared purpose
4. Shared goals
5. Common approach
6. Mutual accountability



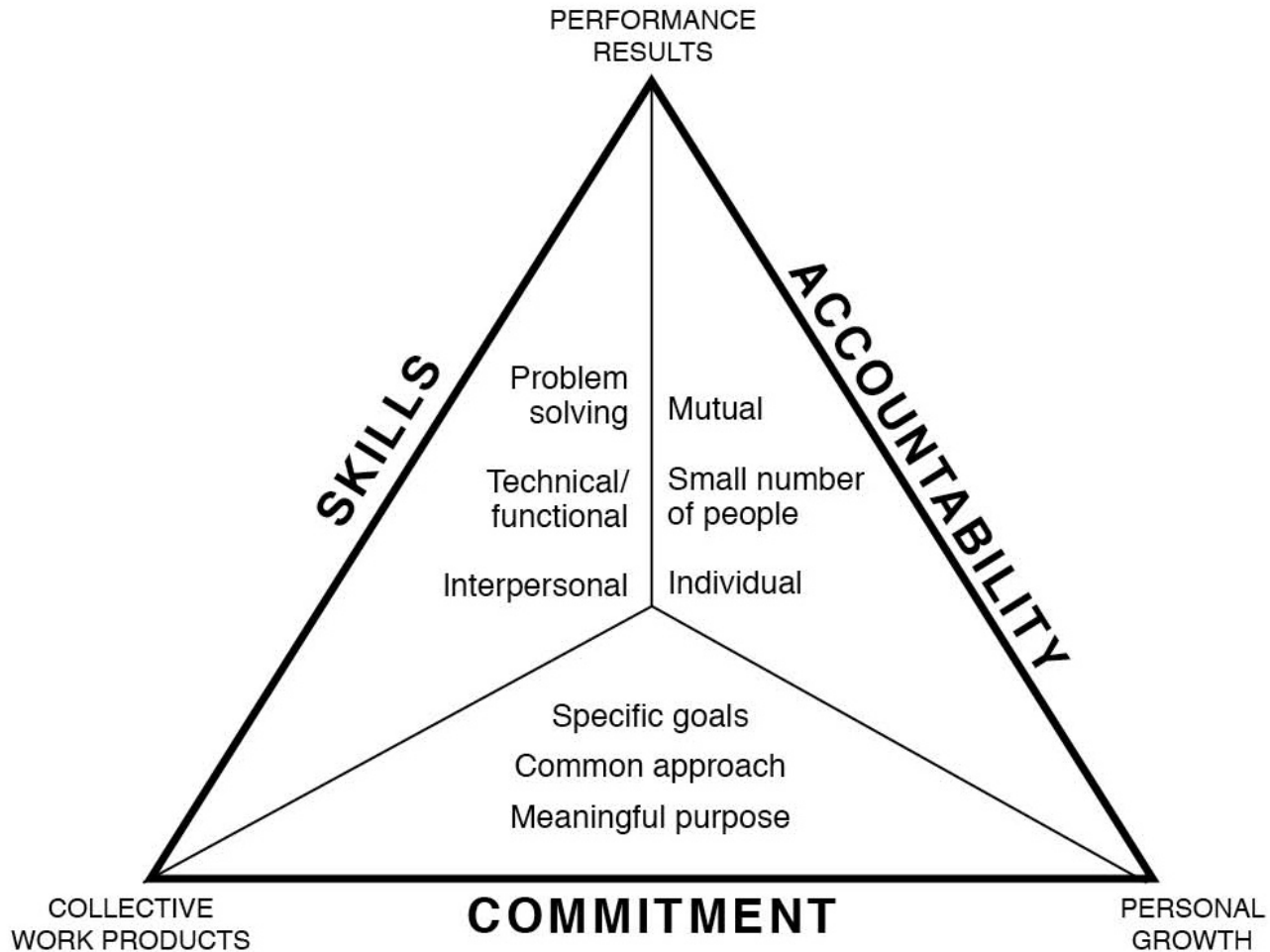
Chat

Question Break!

What questions do you have about any of the 6 basics of high performing teams?



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(Katzenbach & Smith, 1999)



Action Plans

**What if you want
to innovate?**



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Creative Synergy

the interactions amongst team members where the collective creative results are greater than the sum of their individual efforts.

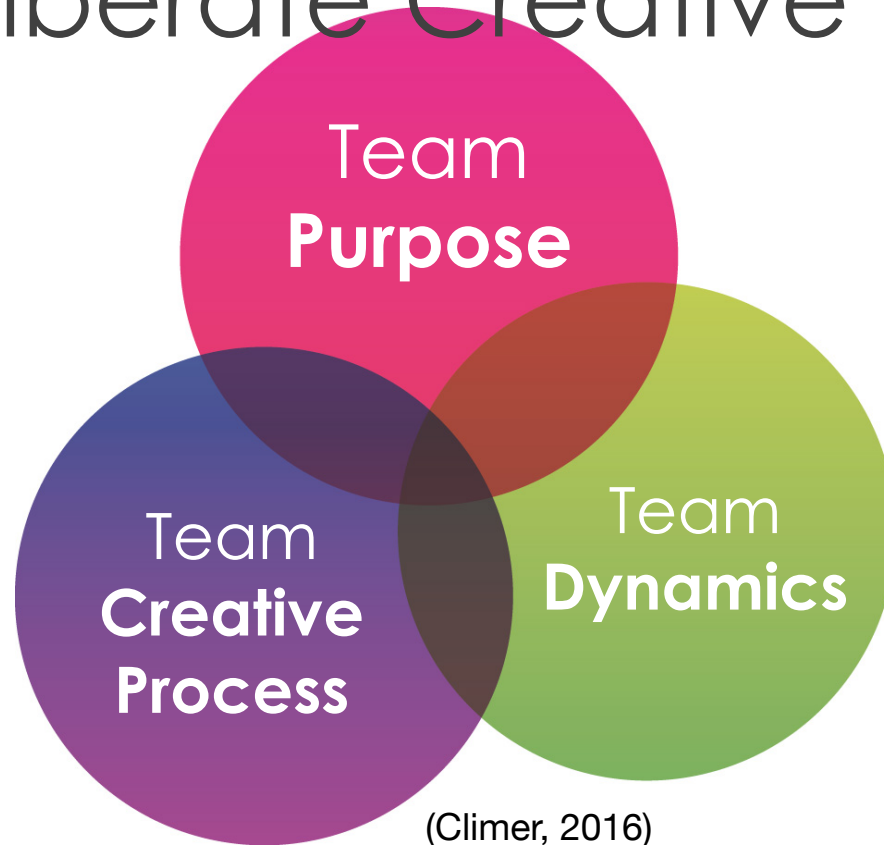
(Climer, 2016)

$$1 + 1 > 2$$



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Elements of Deliberate Creative Teams



(Climer, 2016)

Where are your gaps?



**What is holding your team
back from being amazing?**

How can you crush those barriers?





Chat

Where do you want to take your team?
Select a card that represents the future state.

Go to: climercards.herokuapp.com/responses/new



Climer Cards



Chat

Question Break!

What are you
curious about?



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What can you do in
this week
to help your team
be more effective?

Respond in the poll

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Additional Resources

- **The Deliberate Creative Podcast:**
on iTunes, etc. and at *climerconsulting.com*
- **Climer Cards:**
climercards.com





Chat

Amy's Monthly Newsletter

articles about creativity,
leadership, and teams.

Updates on future webinars, events, etc.

Email Amy: *amy@climerconsulting.com* OR

Put email address in chat box.



Extended Learning

Amy offers:

- 1:1 coaching/mentoring for team leaders
- Training for teams (staff and/or boards)
- Keynote speaking

Curious?

Email Amy: amy@climerconsulting.com
to set up a phone call.

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Thank you!!
Stay Connected!



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Podcast: *The Deliberate Creative*

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Now, go enjoy the eclipse!

