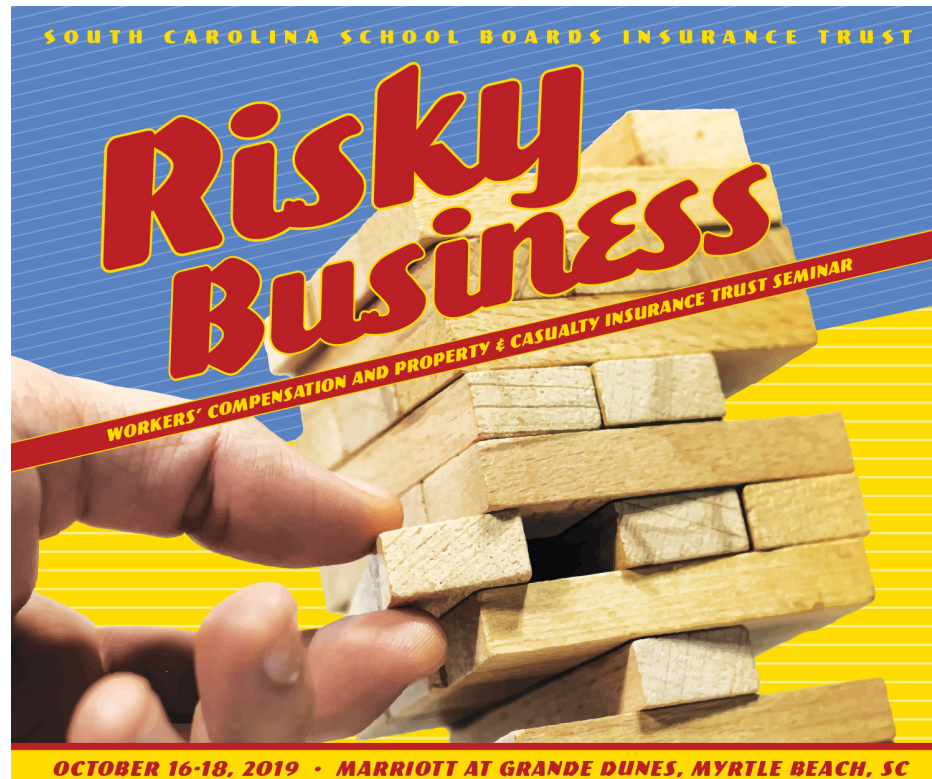


Weathering the Storm



@weathersgroup

@charlesweathers

Developed and Facilitated By:



STRATEGIC DIRECTION





The Stages of Development

Forming

- Transition from individual to member status; explore boundaries of group.
- Testing the leader's guidance both formally and informally

Storming

- Uncertainty – Why am I here? Why are we here?
- Difficult time for a team; Internal collaboration is a challenge.
- Groups debate about the approach and actions they need to take.

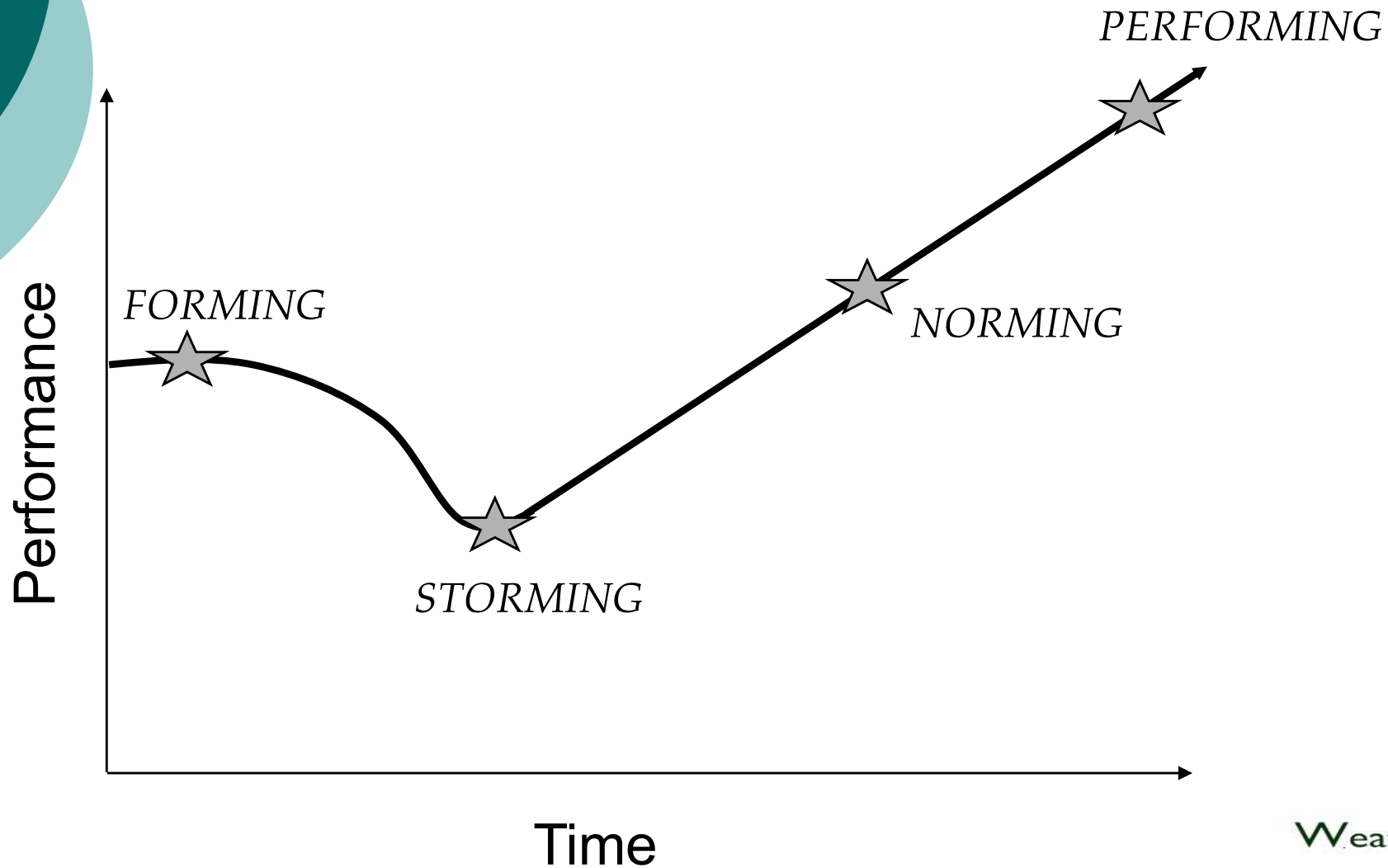
Norming

- Clarity and understanding. Purpose is solidified.
- Members reconcile competing loyalties and interests.
- Team ground rules (or “norms”) are accepted; Find our fit.

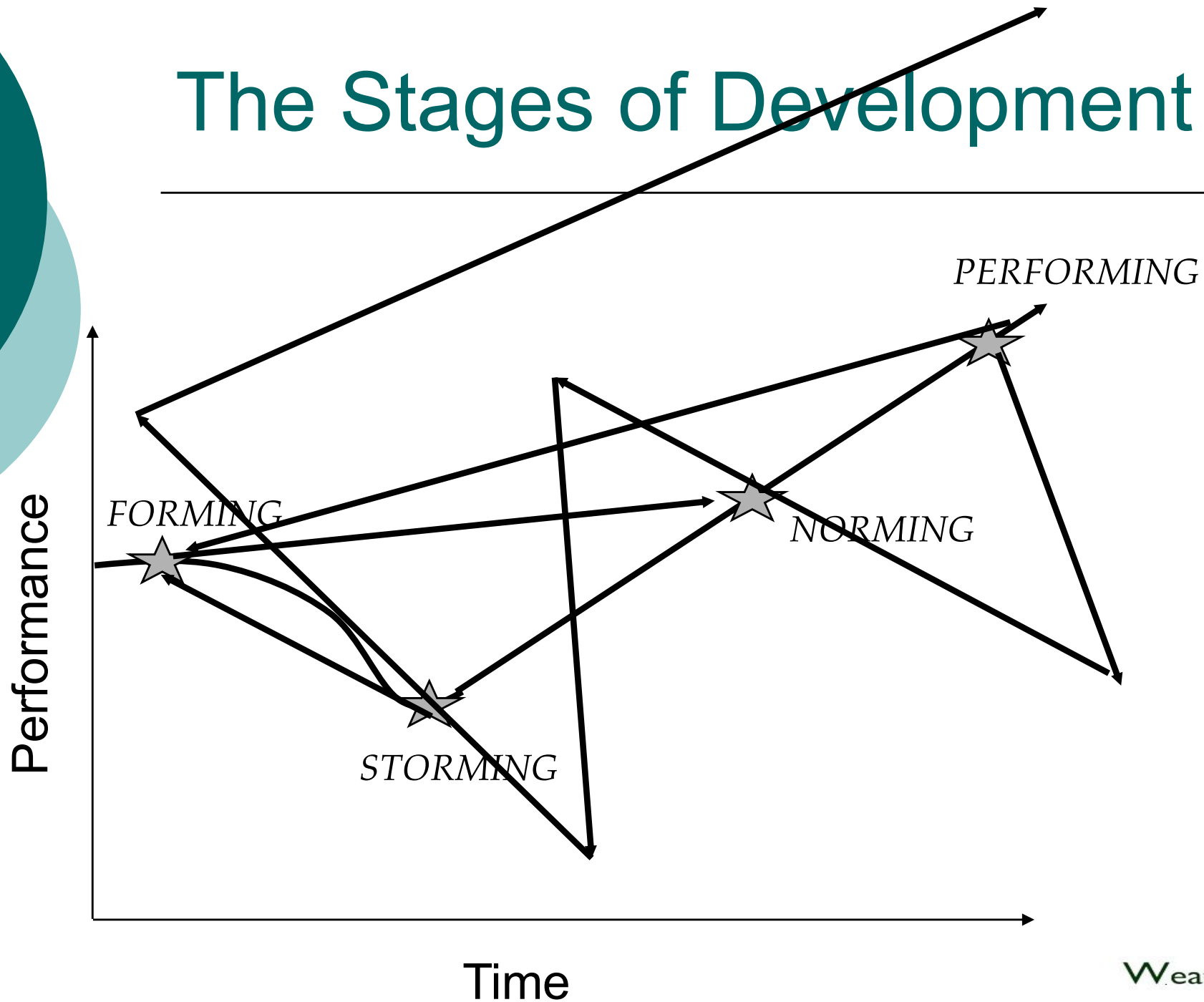
Performing

- Success is defined. People believe.
- Discovered/accepted each other's strengths and weaknesses.
- Roles, responsibilities, and expectations are clear.

The Stages of Development



The Stages of Development



Storms

Organizational disruptions that can cause significant damage.





Weathering the Storm

Be Present.

People must know
you're on board.

Your presence
sets the tone.

Be in the moment.



Weathering the Storm

Be Fortwright.

The narrative starts with you.

Practice Radical Candor*.

Be consistent.

**Radical Candor, Kim Scott*



Weathering the Storm

Be Decisive.

Preparation and
Practice.

Exercise sound
judgment.

Change course,
when necessary.



Weathering the Storm

Be Encouraging.

Lead from your heart.

Your energy is transferable.

Focus on strengths and opportunities.



Weathering the Storm

There's not a plan or approach you can develop to ensure you will avoid all future storms.

Storms are a natural part of a team's and organization's development. Weathering the storm is a critical competency for effective leaders.

– C. Weathers



Thank You.



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@charlesweathers
@weathersgroup

www.weathersgroup.com

803.400.1991 (Ph)

*

info@weathersgroup.com



**Weathers
Group®**