

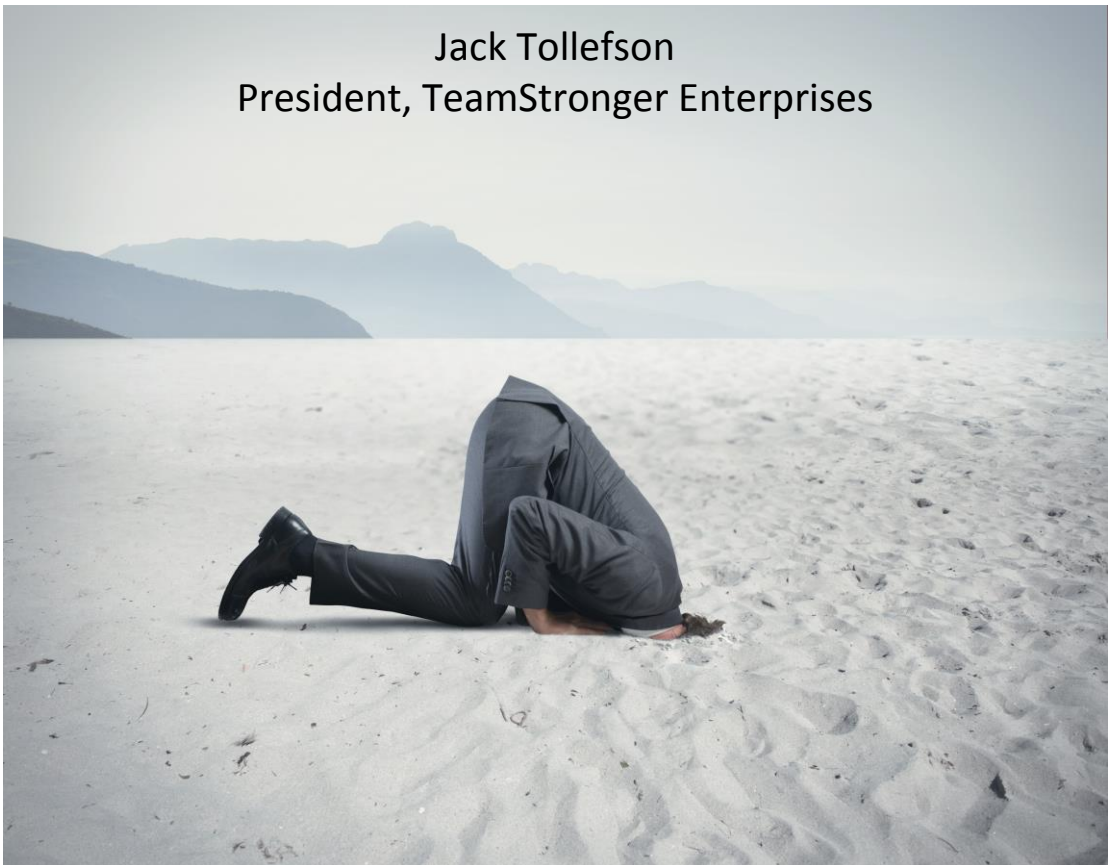
The Intangibility Myth

-or-

How to Measure the Important Stuff Right in Front of You

Portland PMI's Annual Conference
September 19, 2014

Jack Tollefson
President, TeamStronger Enterprises



Some Worthy Intangibles

THE VISIBLE TEAM™ SCORECARD

B. COMPONENTS

1. INDIVIDUAL

		A	B	C
A	Engagement			
B	Skillfulness			
C	Significance			
D	Influence			

2. TEAM

		A	B	C
A	Cooperation			
B	Satisfaction			
C	Interactivity			
D	Cohesiveness			

3. LEADERSHIP

		A	B	C
A	Leadership			
B	Power			
C	Wisdom			
D	Stewardship			

4. INFLUENCES

		A	B	C
A	Customers			
B	Legacy			
C	Decision Making			
D	Organization			

B. COMPONENTS

1. INDIVIDUAL

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4. INFLUENCES

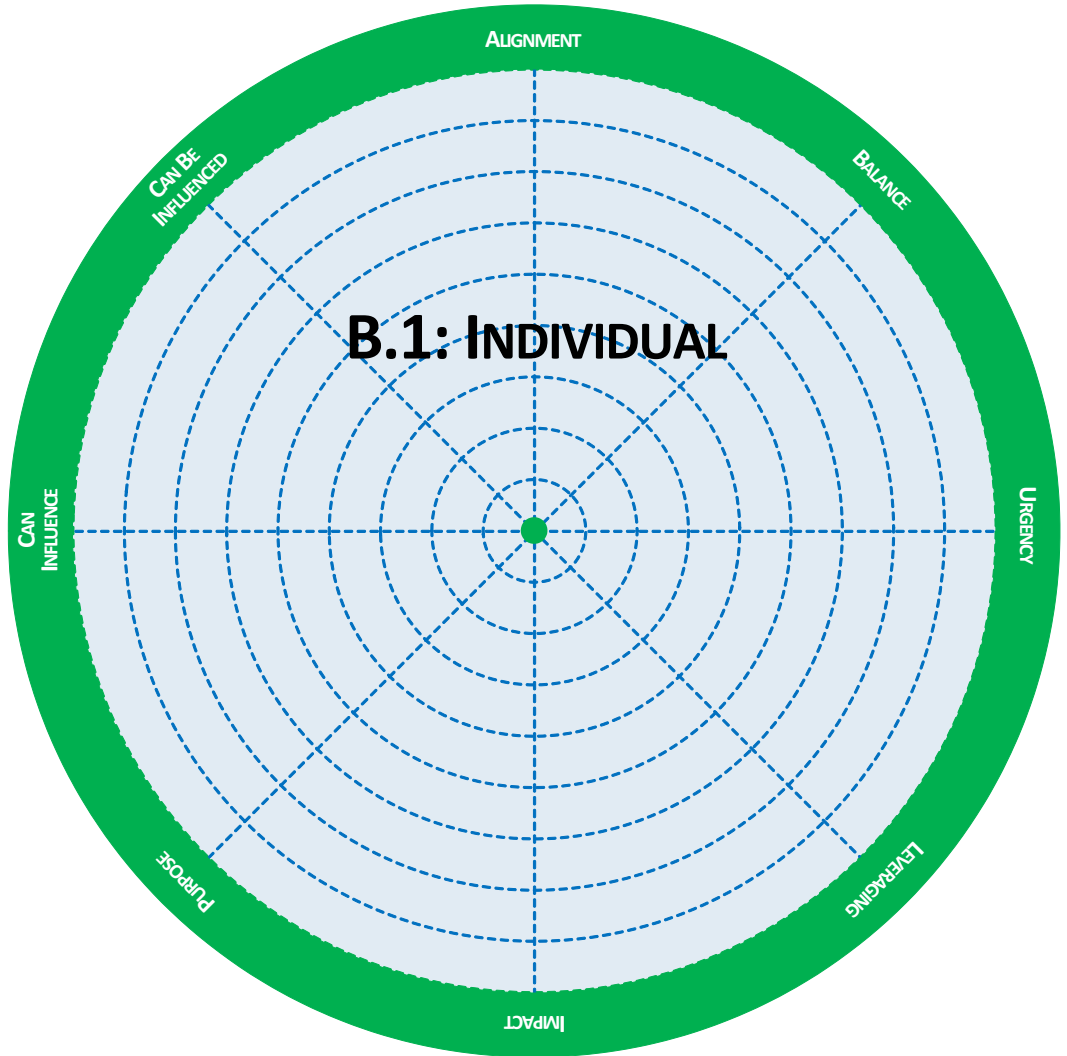
		A	B	C
A	Customers			
B	Legacy			
C	Decision Making			
D	Organization			

B.1 COMPONENT, INDIVIDUAL

1	Fully detached	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Full participation	
2	Wobbly, unstable	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Alignment	Even, True
3	Complacent	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Balance	Driven
4	Reinventing the wheel	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Urgency	Opportunistic
5	Unnoticed by others	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Leverage	Inspires others
6	Unexpressable	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Impact	Fulfilled
7	Not at all	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Purpose	High
8	Not at all	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Can influence	High
		▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	▪	Can be influenced	

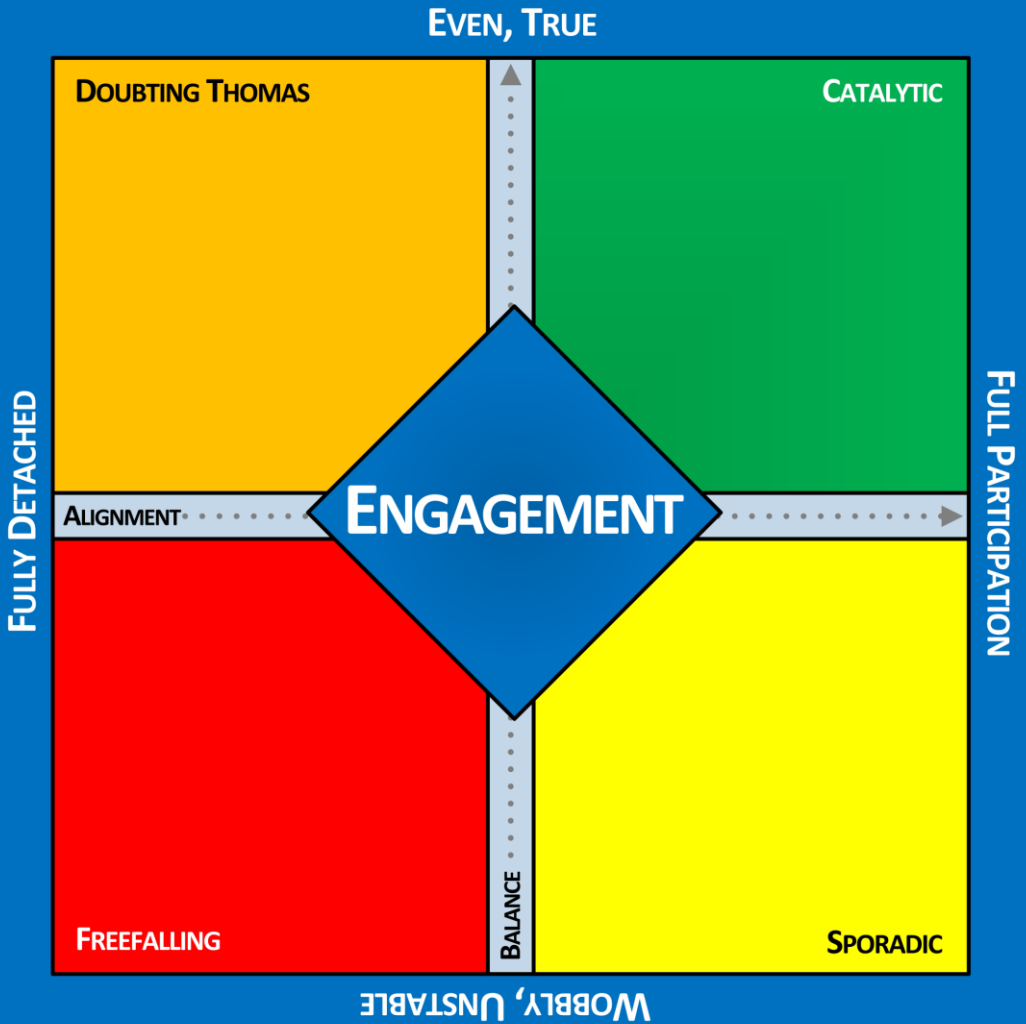
	1	2	3	4	5	6	7	8	9	10
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THE VISIBLE TEAMTM COMPONENT WHEEL, B.1: INDIVIDUAL



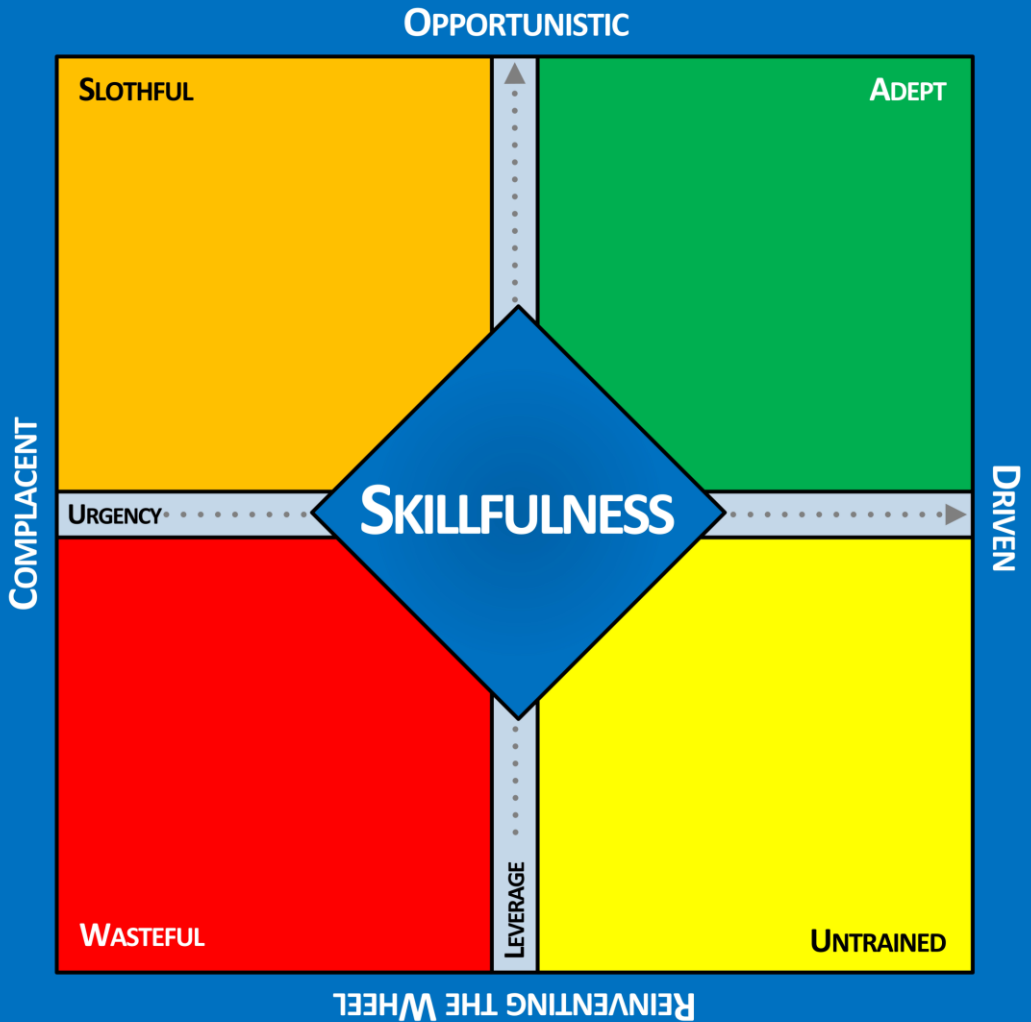
A	B	C

THE VISIBLE TEAM™ COMPONENT PERSPECTIVES, INDIVIDUAL B.1.A



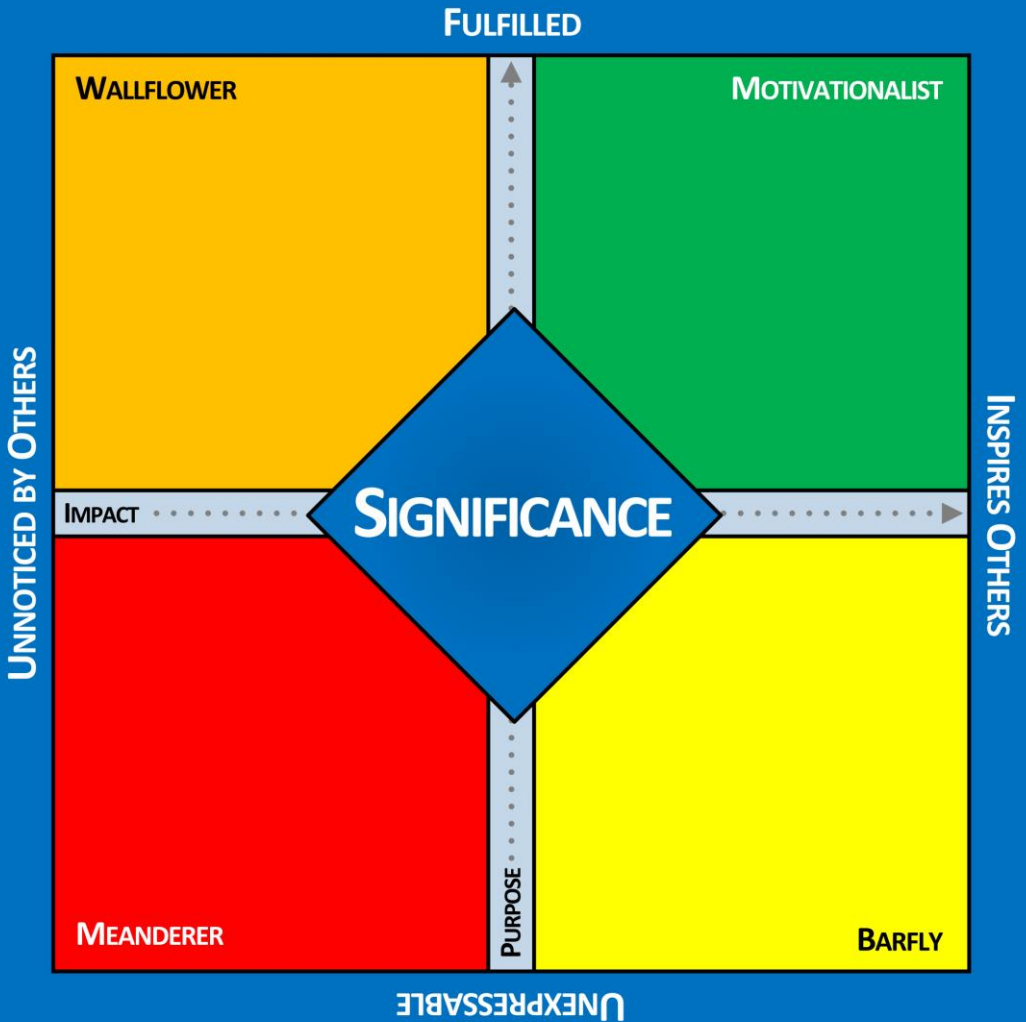
A	B	C

THE VISIBLE TEAM™ COMPONENT PERSPECTIVES, INDIVIDUAL B.1.B



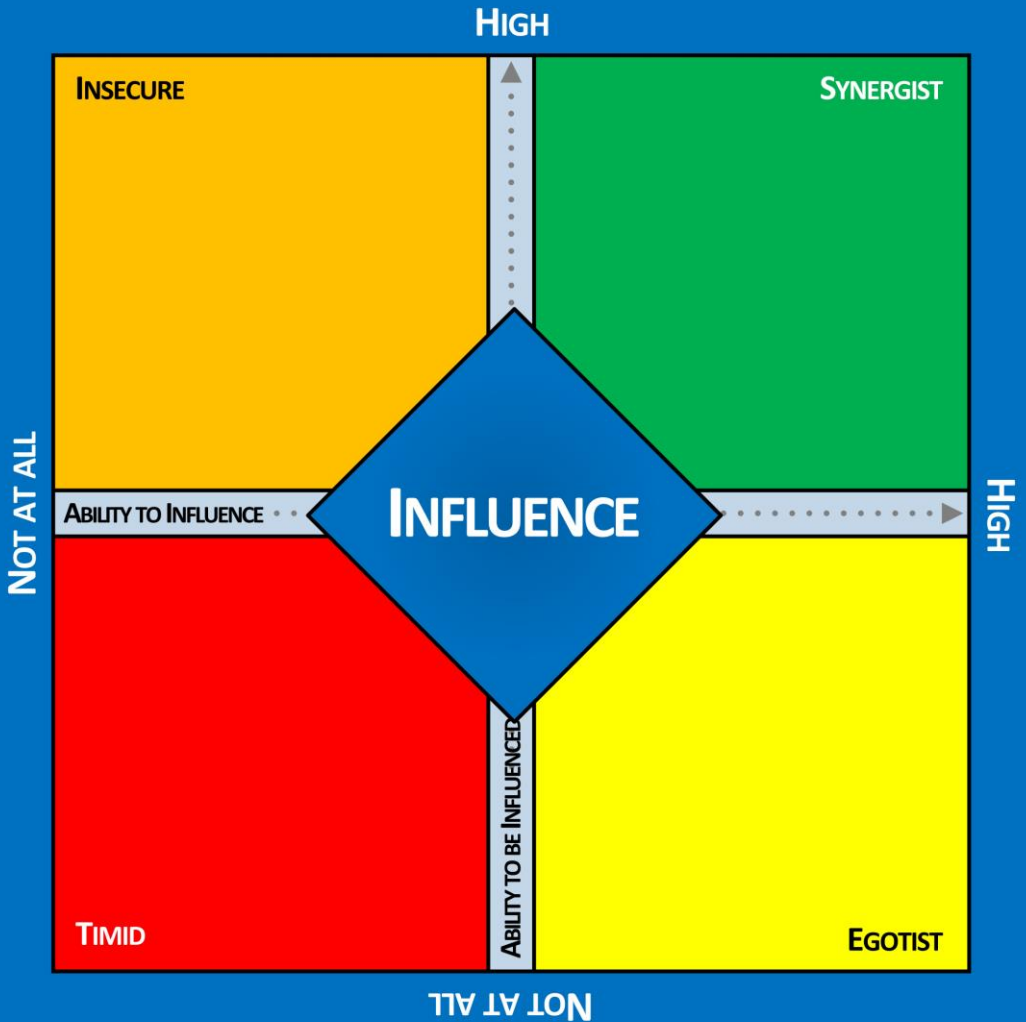
A	B	C

THE VISIBLE TEAM™ COMPONENT PERSPECTIVES, INDIVIDUAL B.1.C



A	B	C

THE VISIBLE TEAM™ COMPONENT PERSPECTIVES, INDIVIDUAL B.1.D



A	B	C

THE VISIBLE TEAM™ SCORECARD

G. CONTINUOUS IMPROVEMENT

1. INDIVIDUAL

OPPORTUNITY

		A	B	C
A	Eliminate			
B	Reduce			
C	Increase			
D	Create			

2. TEAM

OPPORTUNITY

		A	B	C
A	Eliminate			
B	Reduce			
C	Increase			
D	Create			

3. LEADERSHIP

OPPORTUNITY

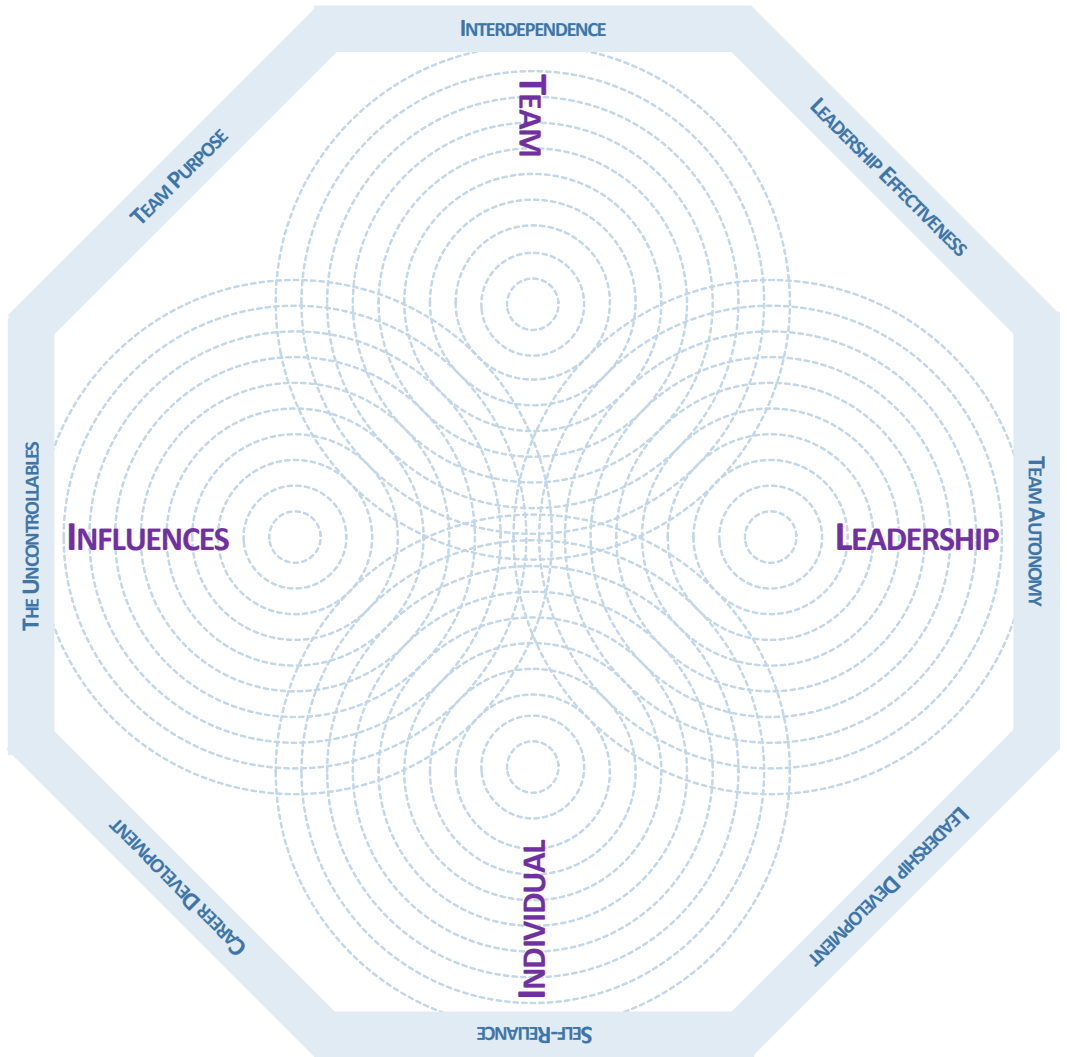
		A	B	C
A	Eliminate			
B	Reduce			
C	Increase			
D	Create			

4. INFLUENCES

OPPORTUNITY

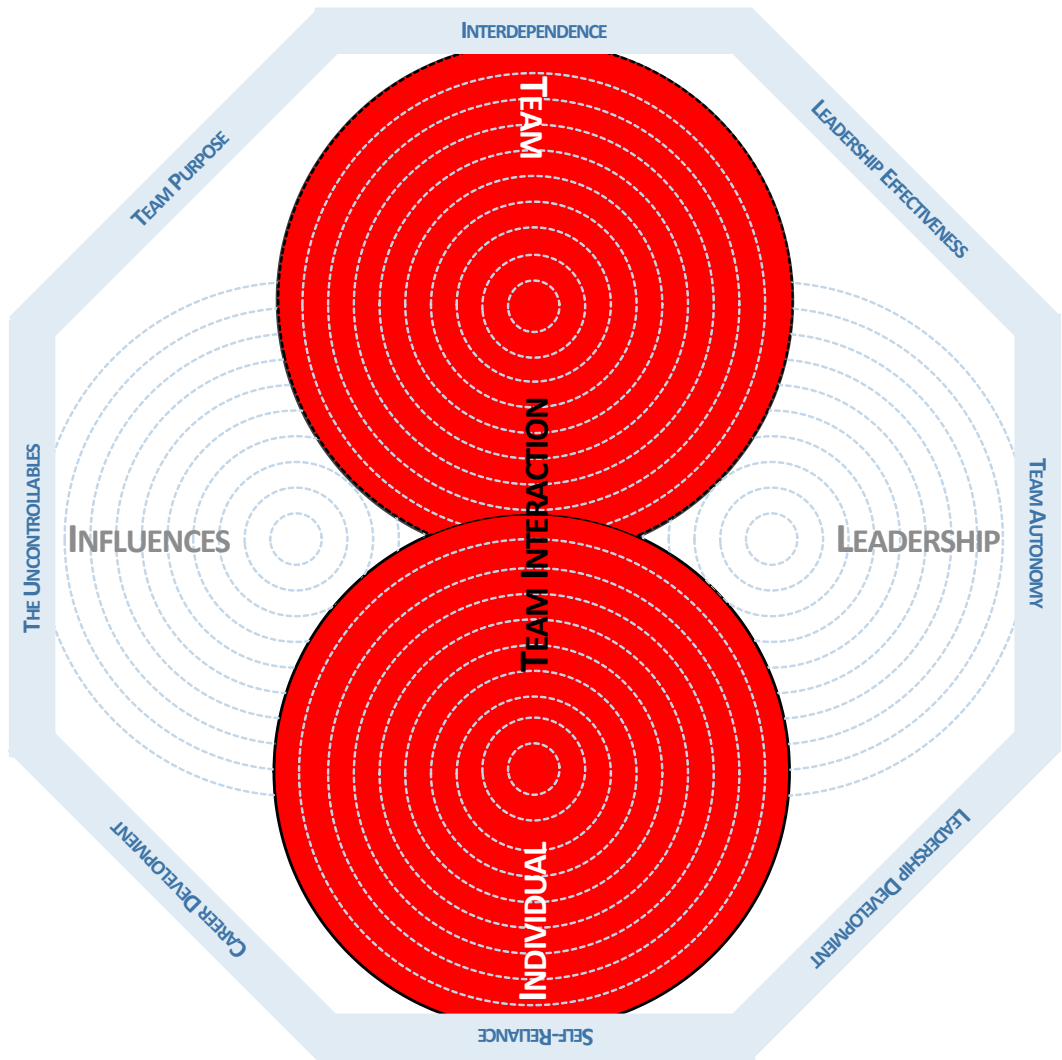
		A	B	C
A	Eliminate			
B	Reduce			
C	Increase			
D	Create			

THE VISIBLE TEAM™ COMPONENT ENERGY FLOW SURVEY



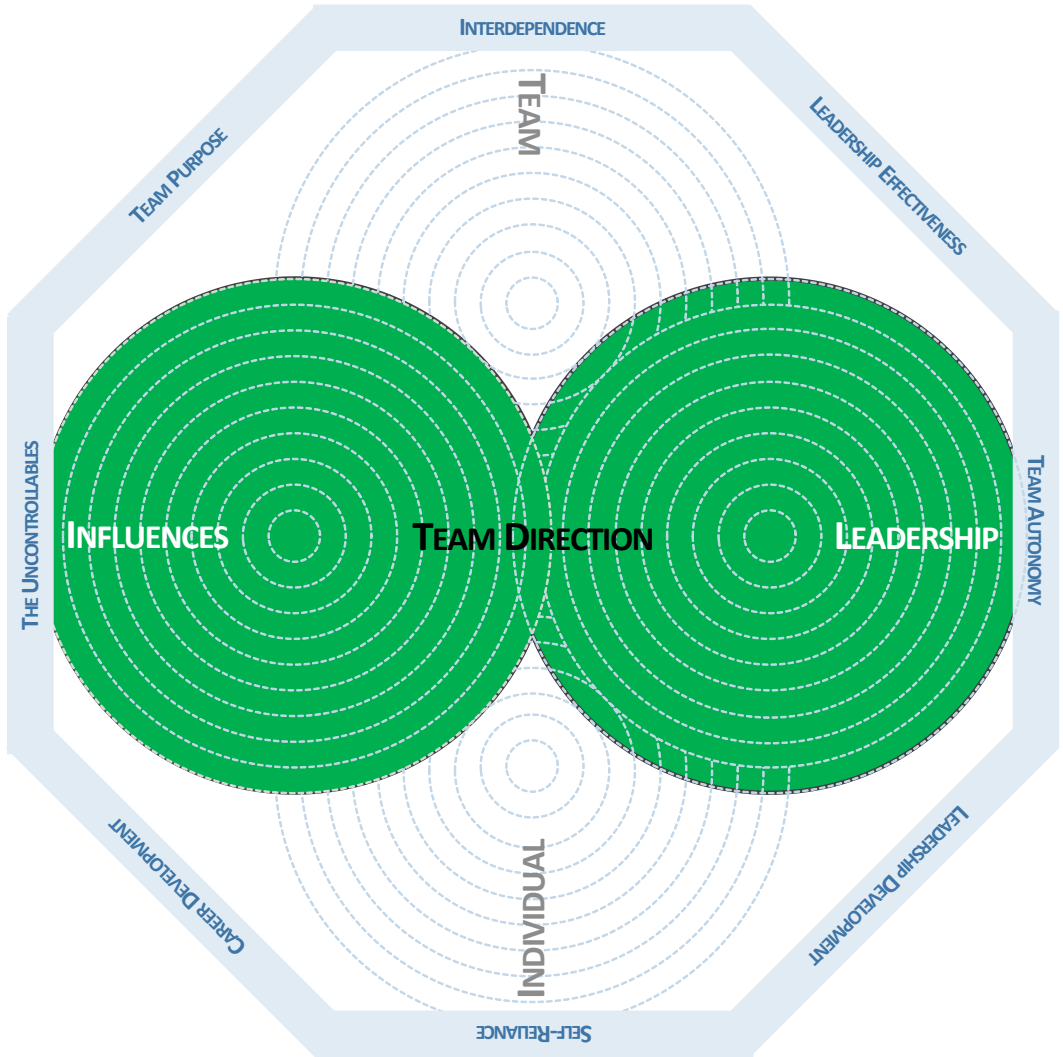
A	B	C

THE VISIBLE TEAM™ ENERGY FLOWS: TEAM INTERACTION



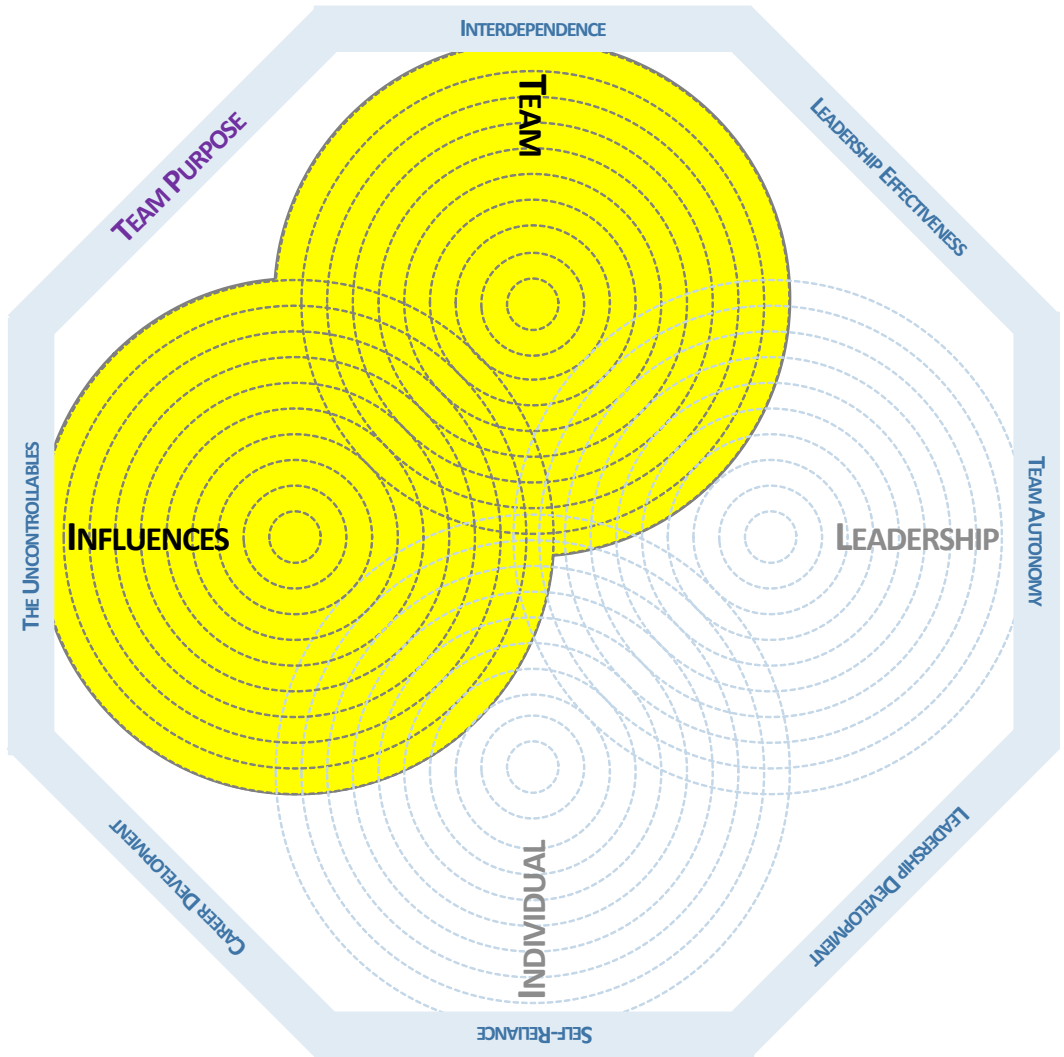
A	B	C

THE VISIBLE TEAM™ ENERGY FLOWS: TEAM DIRECTION



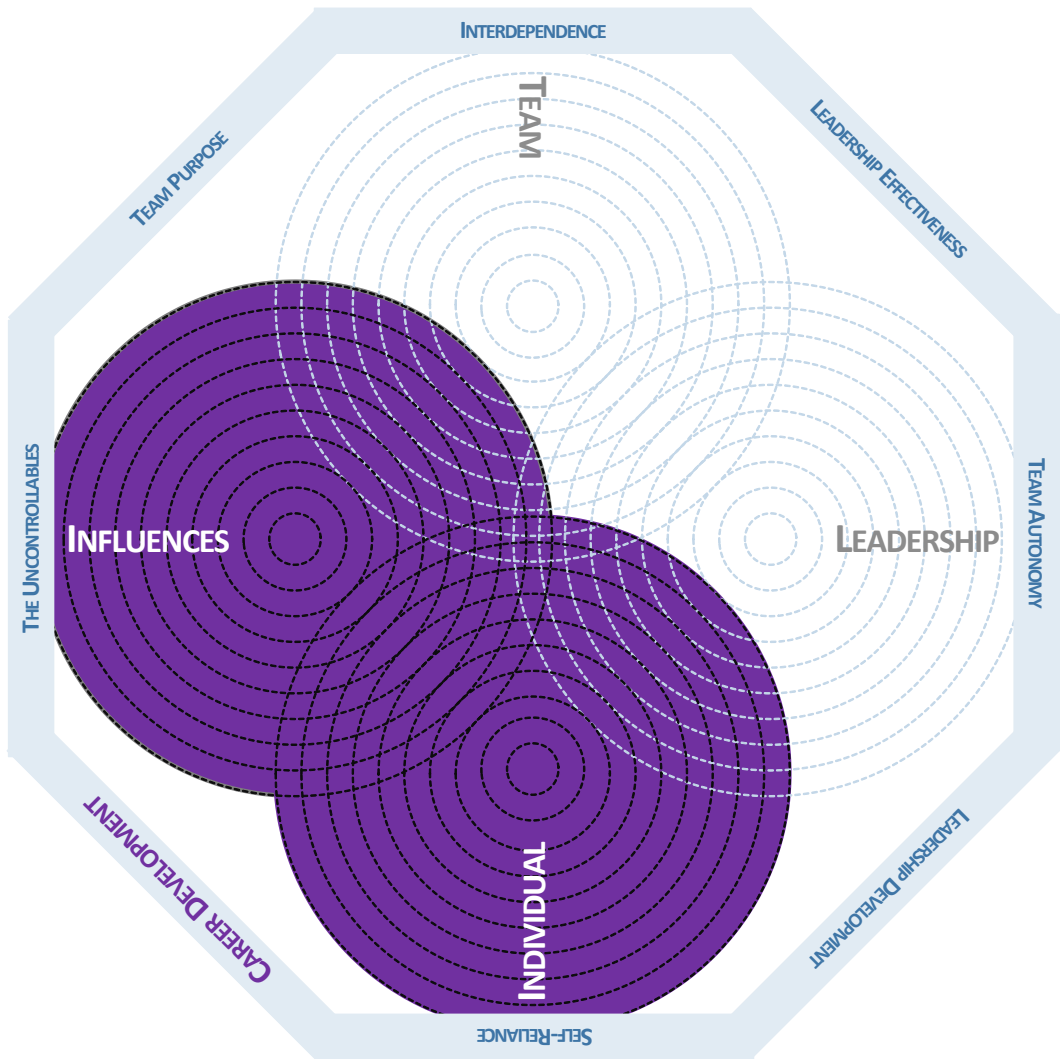
A	B	C

THE VISIBLE TEAM™ ENERGY FLOWS: TEAM PURPOSE



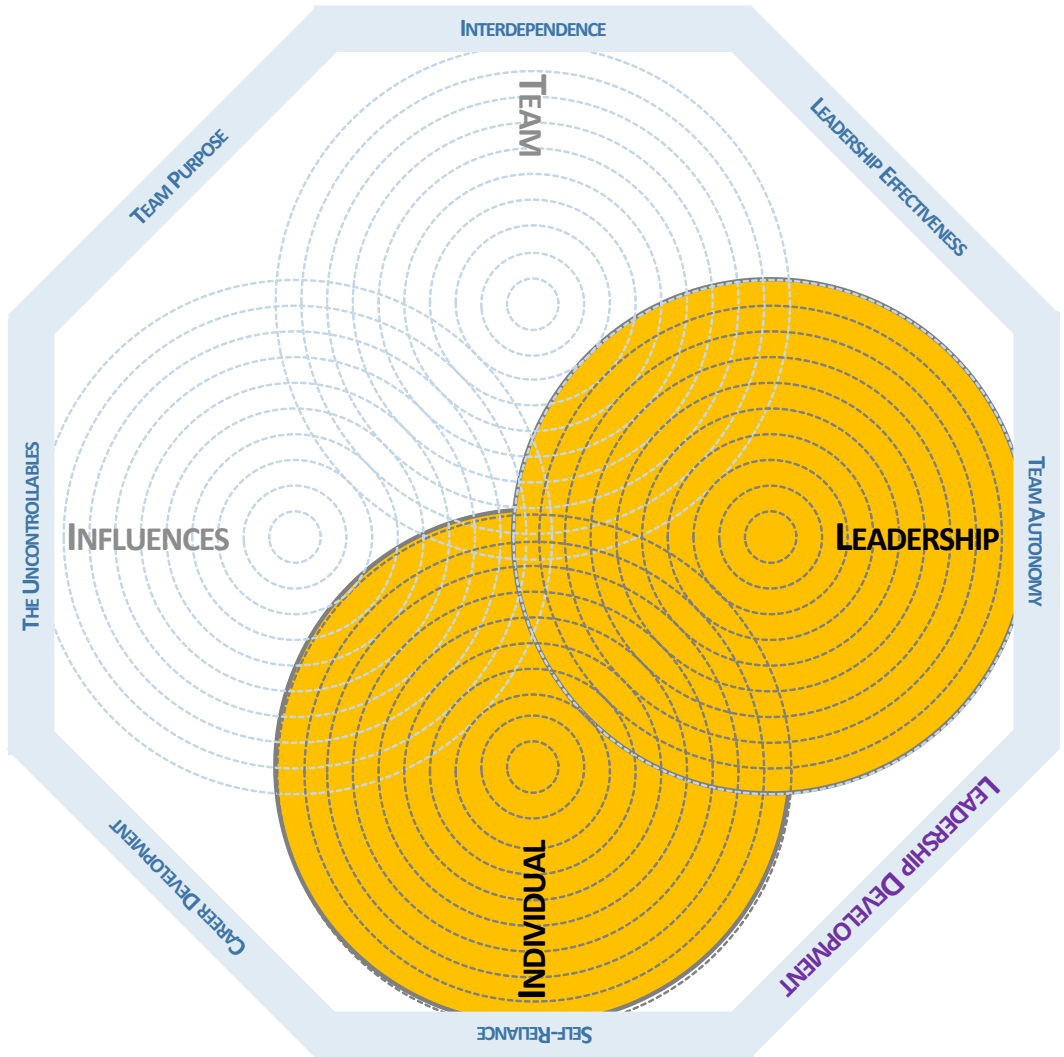
A	B	C

THE VISIBLE TEAM™ ENERGY FLOWS: CAREER DEVELOPMENT



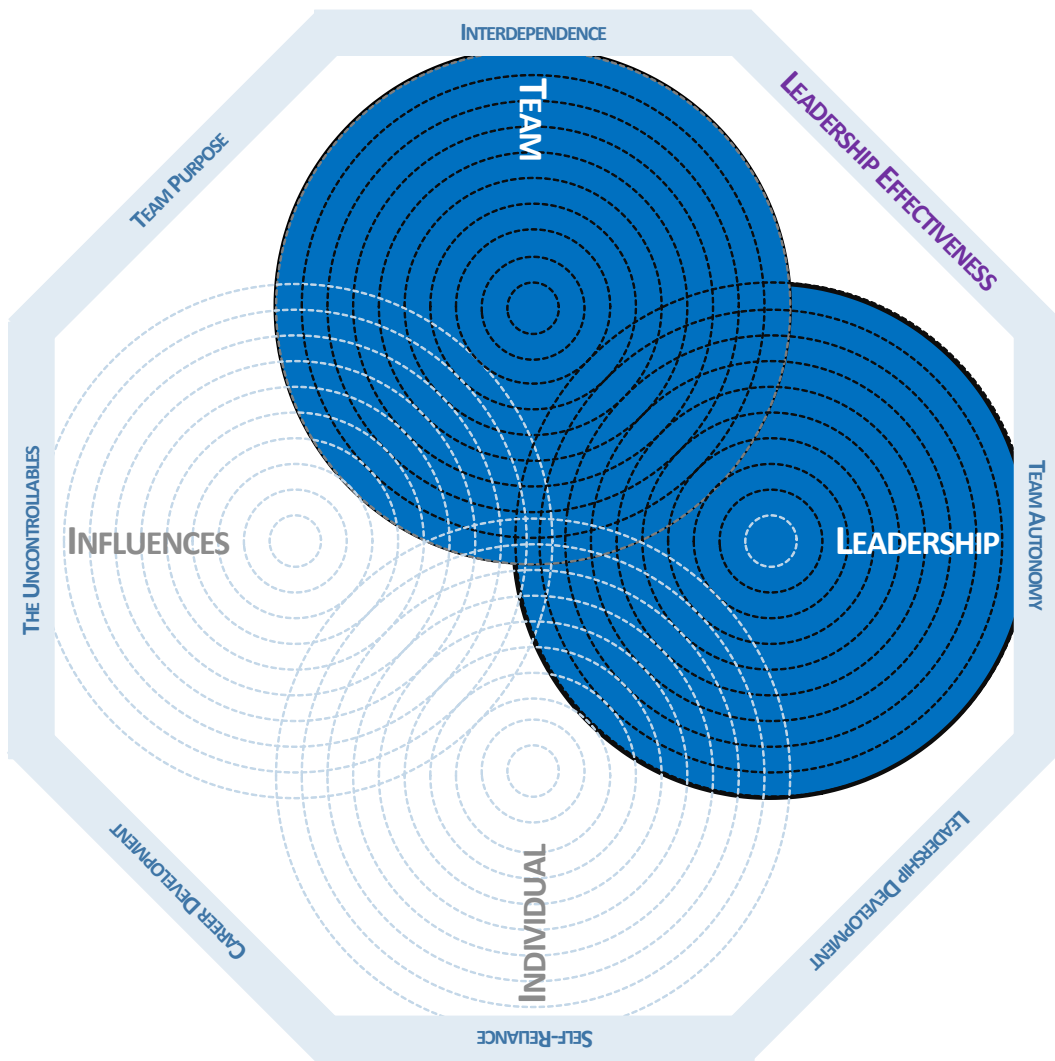
A	B	C

THE VISIBLE TEAM™ ENERGY FLOWS: LEADERSHIP DEVELOPMENT



A	B	C

THE VISIBLE TEAM™ ENERGY FLOW: PROFESSIONAL DEVELOPMENT



A	B	C

THE VISIBLE TEAM™ SCORECARD

G. CONTINUOUS IMPROVEMENT

1. INDIVIDUAL		OPPORTUNITY	A	B	C
A	Eliminate				
B	Reduce				
C	Increase				
D	Create				

2. TEAM		OPPORTUNITY	A	B	C
A	Eliminate				
B	Reduce				
C	Increase				
D	Create				

3. LEADERSHIP		OPPORTUNITY	A	B	C
A	Eliminate				
B	Reduce				
C	Increase				
D	Create				

4. INFLUENCES		OPPORTUNITY	A	B	C
A	Eliminate				
B	Reduce				
C	Increase				
D	Create				