

NO-FLUFF TEAMWORK

Break down silos, build mature relationships

INSPIRATIONAL SPEECH FOR LARGE AUDIENCES BY SZYMON KUDŁA

Teamwork is often perceived as a well-rounded catch phrase that should lead to a sugary "culture of love", illusory consent among functions, and sweeping conflicts under the rug. It's time to take a down-to-earth look at healthy partnership and cooperation. The scenario of the speech is based on the "dysfunction / antidote" scheme and will be customized to the challenges in your organization. Szymon introduces funny labels for the most common pathologies, which in the future will make each participant think twice before they go for similar, toxic patterns in their contacts with others.

Perfect for: Employees representing different functions and perspectives, yet working on joint goals and projects.

- **Down with "APPANAGE PRINCIPALITIES":** Focus on the ultimate common goal, not on your function or expertise.
- **Down with A BORING MEETING CYCLE:** Introduce a culture of dynamic stand-ups and energetic briefings.
- **Down with QUESTIONING THE DECISIONS TAKEN:** disagree and commit; when time for debate is over, it's time for disciplined action, without dissent.
- **Down with ESCALATING PROBLEMS:** Instead of triggering an e-mail "eye for an eye" argument, grab the phone and solve the problem in two minutes.
- **Down with CHILDISH MOCKERY:** React strongly to sarcasmand making fun of other teams.
- **Down with EASY BIASES AND STAY-BY-THE-COAST PERSONALITY:** Dare to sail offshore, meet the dragons.
- **Down with WORKPLACE GOSSIP:** Avoid sharing sensitive information; what happens in the changing room stays in the changing room.
- **Down with HYPOCRISY:** Call things by their name; say just the same things in formal meetings and in back rooms.



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