# Teamwork Thinking Beyond the Last Straw

Presented by Bill Bellows

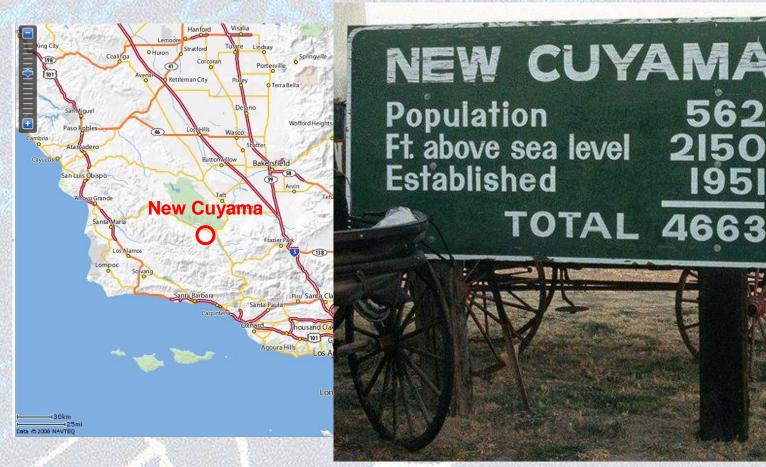
President

In2:InThinking Network

Email: bill@in2in.org, Cell: 562-204-6246

Valley Industrial Association Meeting Valencia, CA August 19, 2014 Abstract: The aim of this session is to present a proposal for "better thinking about thinking" as it applies to issues ranging leadership to team work. A deeper understanding of these ideas and examples of their everyday use will provide direction for organizations to learn together and work together in new ways. This session will introduce you to these ideas through a series of questions that are specially selected to create awareness of a new approach to thinking together, learning together, and working together.

## New Cuyama, California

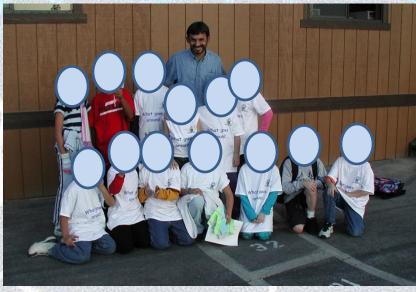


## Tank Engines and Rocket Engines



#### Audiences





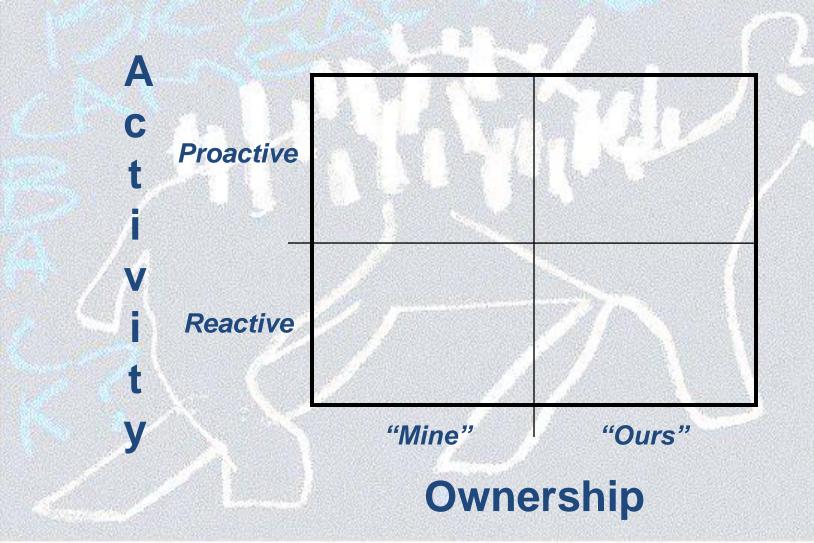




## Agenda

- > Resource Management
- ➢ Perception & Thinking
- **>**Quiz
- Modes of Thinking
- > Present & Future States

#### Resource Management

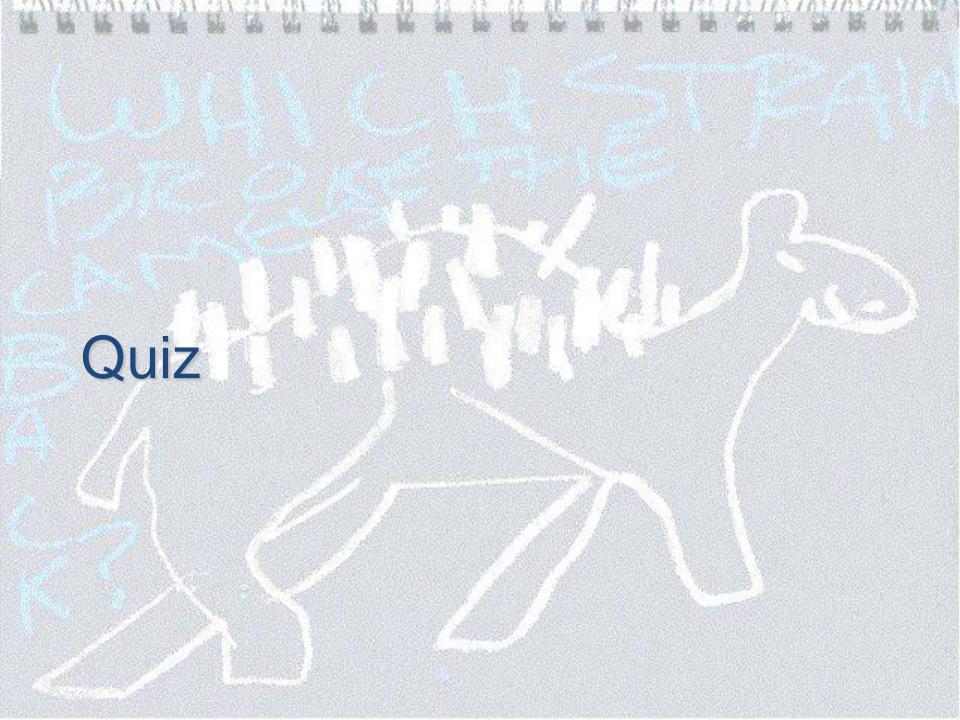


## Perception & Thinking

"How the world we perceive works depends on how we think.

The world we perceive is a world we bring forth through our thinking."

H. Thomas Johnson



## Horse Trading

"The secret to selling a horse is...



Robert Frost

# Time Management

How much time is spent discussing parts which are good and arrive on time?

How much time is spent studying for the final exam, questions from weekly quizzes and the mid-term which were correct?

## Time Management



### Resource Management

Proactive – applying effort while "good," "OK," "well," or "correct" is happening

Reactive – applying effort after "bad," "not OK," "sick," or "incorrect" happens

#### The Last Straw

Did the last straw break the camel's back?



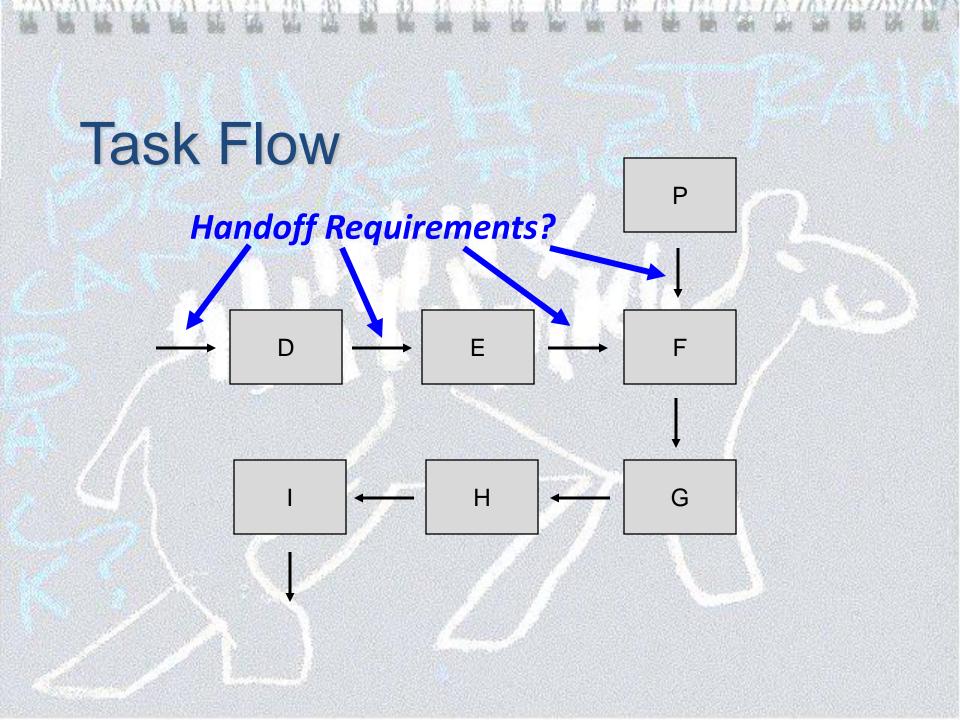




What letter grade is required for all parts purchased?

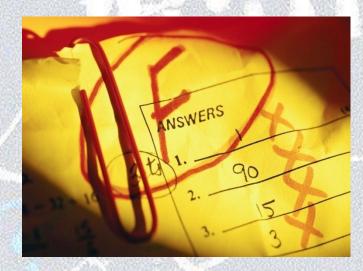


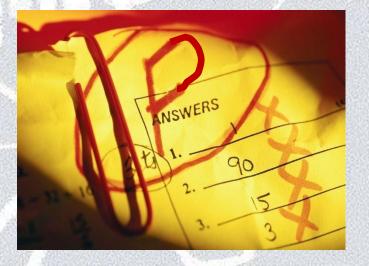




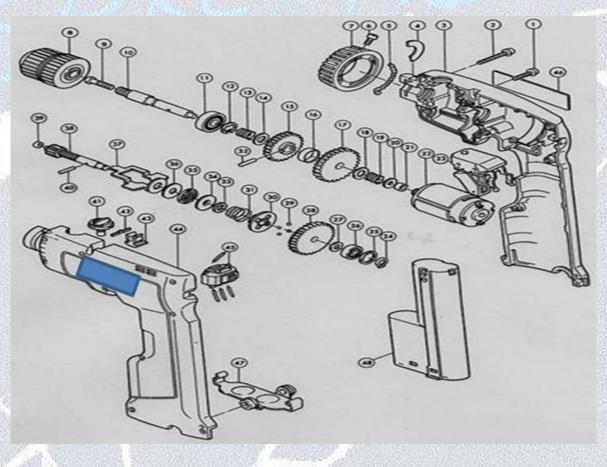
#### Task Grades

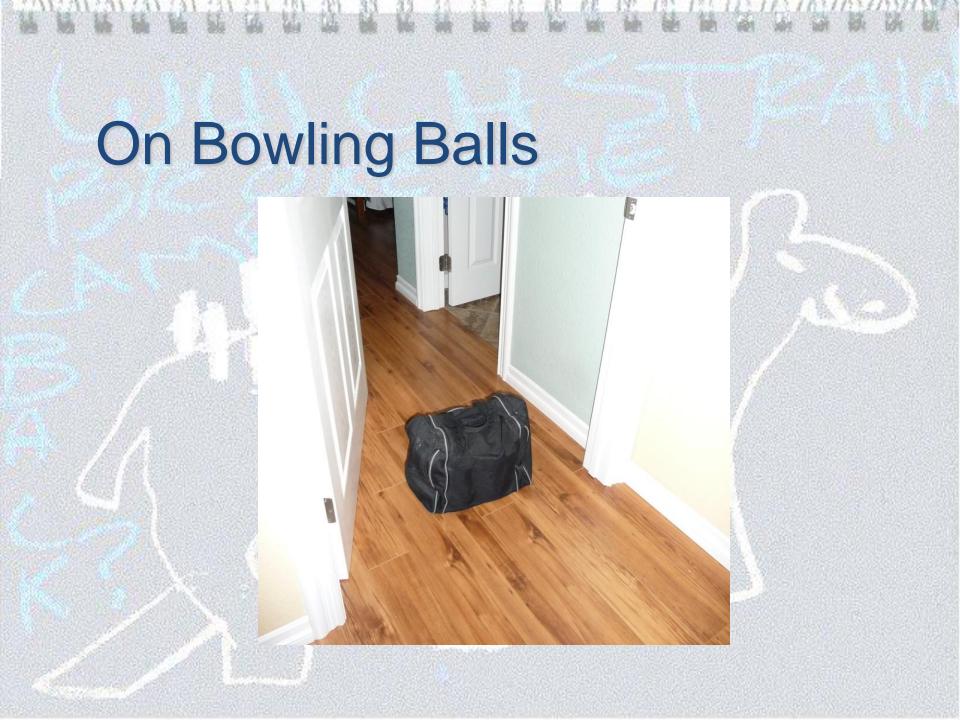






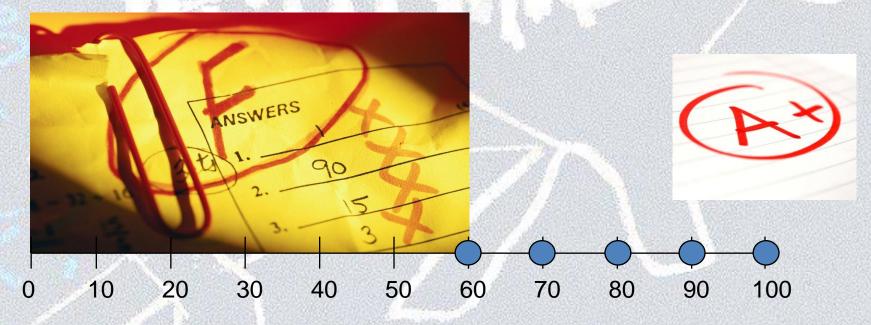
# Task Management

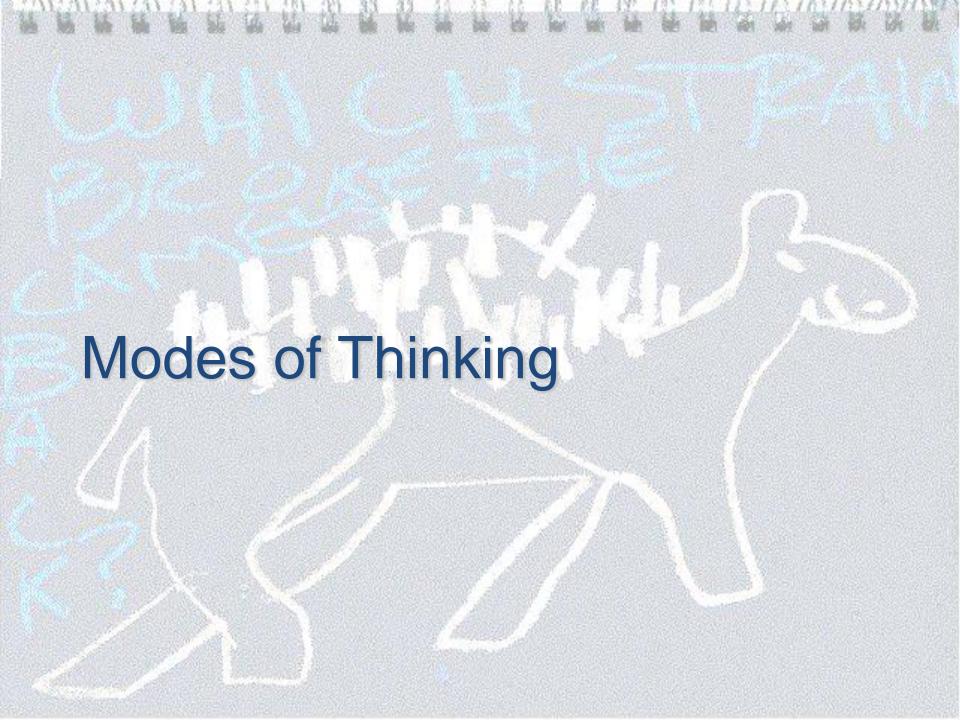




#### Grades







### Modes of Thinking

- Categories
  - Absolutes
  - Discrete
  - Good vs. Bad, Smart vs. Dumb
  - How many students at UCLA? How many faculty?

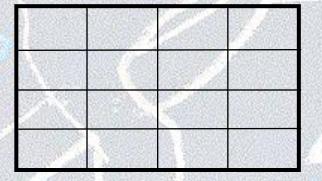
Continuum

- Relative
- Wholeness
- Better/Faster/Cheaper/ Smarter/etc.
- Students are different, faculty are different

Left Right

## Modes of Thinking

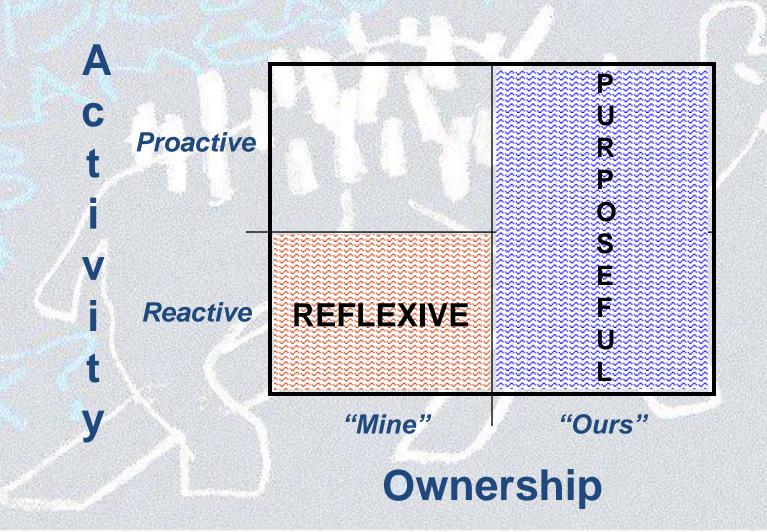
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Present State (*Reflexive*) and Future State (*Purposeful*) Organizations

### Resource Management





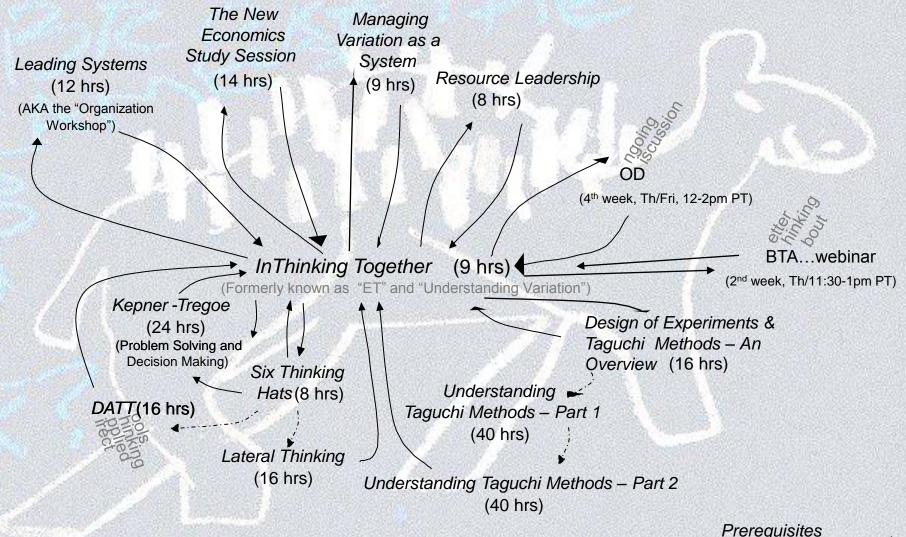
#### Opportunities to Act

(differences that make a difference)

- Category Thinking vs. Continuum Thinking
- Macro Systems vs. Micro Systems
- > Attention to "Good" elements
- > Manage interactions, not actions



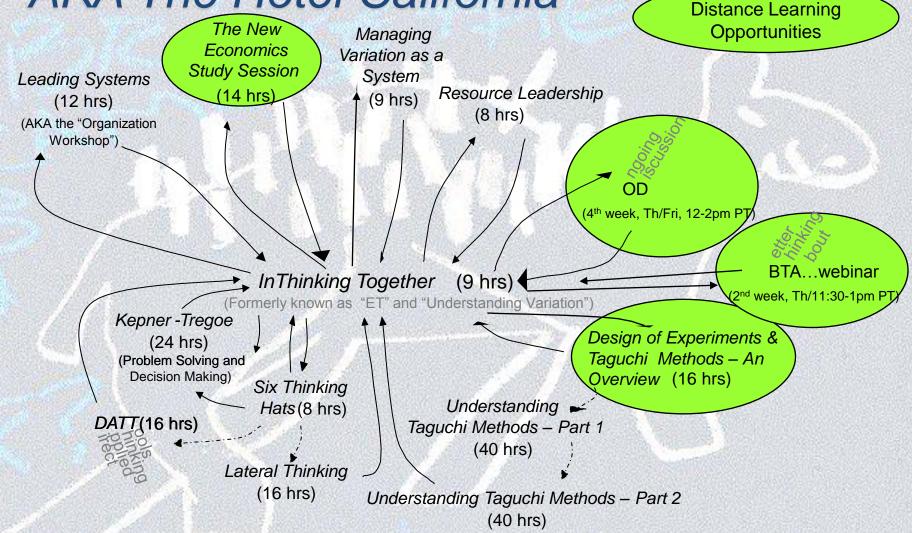
# An InThinking Roadmap AKA The Hotel California



#### An InThinking Roadmap

TARGET AUDIENCES: Members of management, individual contributors, suppliers, and customers who are providing leadership in InThinking activities. Family members, "members of the community" and students are welcome to attend. "Members of the community" are citizens who are involved full or part time, or in a volunteer capacity, in community related work. Examples include hospital employees, teachers, religious leaders, scouting leaders, and youth sports volunteers.

# An InThinking Roadmap AKA The Hotel California



**Prerequisites** 

#### Monthly Announcements



April 2014

#### Better Thinking About...Webinar Announcement

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International Participants

Future BTA Webinars

Future OD Conference
Calls

InThinking Together Seminar

The New Economics
Study Session

Additional Reading

Aim and Stats

Good afternoon from the Los Angeles campus of <u>Aerojet Rocketdyne</u>, located in Canoga Park, California, on the western end of the <u>San</u> Fernando Valley.

In our third session of 2014, Elaine Johnson, from Lake Oswego, Oregon, will present on Thursday, April 10th, from 11:30-1pm PT, on a new floous area, "Better Thinking About How Literature Speaks to Business."



Elaine's aim for this presentation is to show that literature can help business succeed. Literature lets business leaders enter the minds of a multitude of characters to penetrate their thinking, experience their

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#### Better Thinking About...Web Announcement

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April 2014



#### AndnThinking Roadmap

March 2014

#### **Ongoing Discussion Announcement**

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Welcome First-Timers

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March OD

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Aim and Stats

Good afternoon from the Los Angeles campus of Aerojet Rocketdyne, located in Canoga Park, California, on the western end of the San Fernando Valley.

Aerojet Rocketdyne's InThinking Network welcomes Julie Goodfellow, from Abergavenny, Wales and Hugh McAllister, from Henderson, Nevada, to lead our third Ongoing Discussion conference call of 2014 on March 27th and 28th and also our 171st session since we began in January 2000). As for a topic, Julie and Hugh have selected "From My Seat in the Stadium Continued...", in their first time with us as Thought Leaders.

(Please note: daylight saving time is in force in the USA)





Hugh has been a friend and thinking partner since 2008, when he worked in Los Angeles and joined the team for the In2:InThinking Network's

# Closing Question

"Can anyone refute this proposal?"



Gen. Ann Dunwoody May 14, 2008

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