



# 2016 OCTOBER Chapter Meeting

## Leadership and Team Effectiveness



While virtually every organization pursues it, our experience has been that true teamwork is elusive in most organizations. However, we believe that team effectiveness is simple, assuming that team members are willing to invest the time and effort in the process, consistently practice the principles required, and are patient and persistent working through the process. It's a challenging journey, yet as high performing teams have discovered, it is well worth the effort.

In his book *The Five Dysfunctions of a Team*, Patrick Lencioni explains the steps a team must undergo to become cohesive and high-performing. The path begins with establishing trust, which is based on an ability to understand, respect, and value differences in others. Once team members trust each other, they are able to use conflict constructively, become committed to team goals, hold one another accountable, and obtain desired results.

### Outcomes:

Gain knowledge and/or improve your understanding, and then consider the application of the following concepts:

- Indicators of potential team dysfunction
- Characteristics of high performing teams
- Leader's role in building and maintaining a high performing team
- Processes and tools available for enhancing team effectiveness

### Professional Experience

Rob began his career in public education, serving as a high school business teacher & coach, then school business manager and finally superintendent of schools. After 17 years in education, Rob switched to the business world to work for public corporations as well as privately-held family businesses, serving in leadership positions as director of training & development, vice president of sales & marketing, and chief operating officer. Rob co-founded Pondera with Joe Day and John Belaski in April, 2006.

### Consulting Experience

At Pondera, Rob's primary client service areas are Team Effectiveness, Executive Coaching, Succession Planning, Leadership Development and Strategic Planning. Further, Rob's varied background gives him invaluable skills as a consultant in Business Development, Change Management, Mergers & Acquisitions and Organizational Development & Effectiveness.

### Education and Training

Rob received his Bachelor's Degree from Michigan State University in Business & Coaching, and a Master's Degree from University of Wisconsin-Whitewater in Business Management.

### Personal Information

Rob and his wife, Roberta (Bert), live on Big Pine Island Lake in Grattan, Michigan with their dogs, Alice and Jersey. They have two adult sons: Robert and Tony. Rob enjoys boating & water skiing, cross country skiing & snowshoeing, duck hunting, gardening, golf, MSU Athletics, and skeet shooting. Rob serves as a school board member for Grand Rapids University Prep Academy and is active in St. Patrick's Parish.

date

**OCTOBER 13** 2016

time

**6:00pm** SOCIAL

**6:30pm** PROGRAM

location

**Hyatt Place South  
Wyoming, MI**

cost

**FREE** members  
**\$15** non-members

registration

**MON, OCTOBER 11**

**PAT CORDERMAN**

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