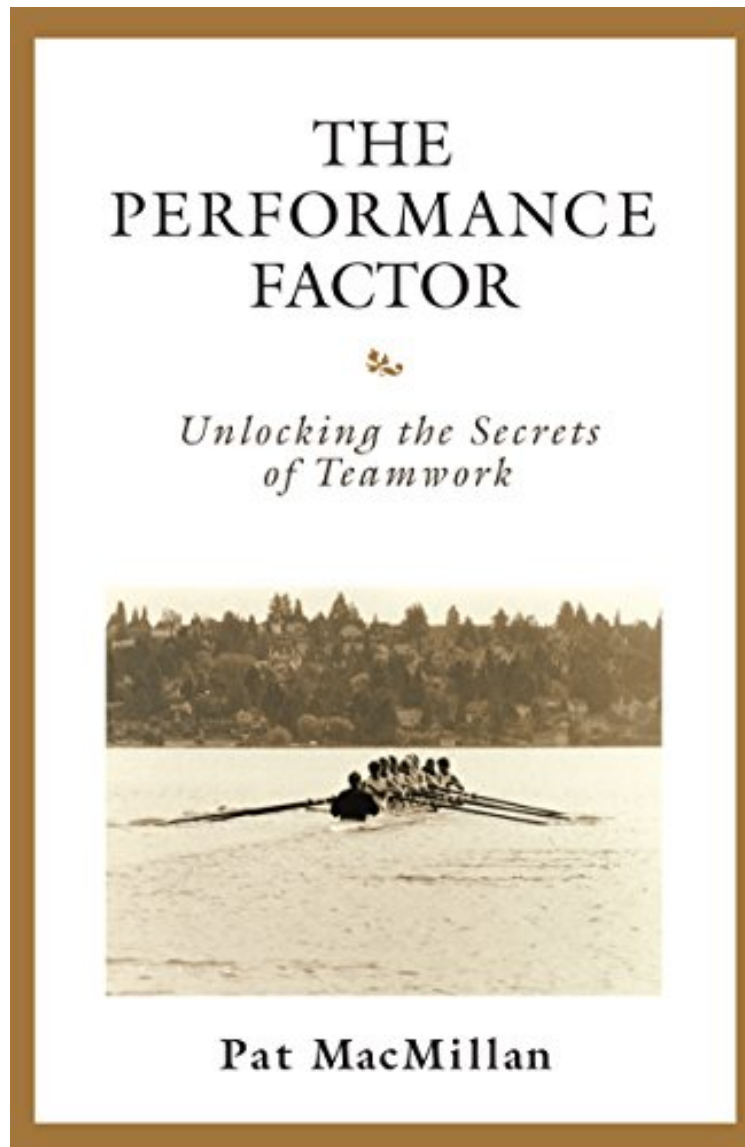


[Download free ebook] The Performance Factor: Unlocking the Secrets of Teamwork

The Performance Factor: Unlocking the Secrets of Teamwork

Pat MacMillan

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Pat MacMillan : The Performance Factor: Unlocking the Secrets of Teamwork before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Performance Factor: Unlocking the Secrets of Teamwork:

1 of 1 people found the following review helpful. the variety of core disciplines required for a team to perform in a way that is excellent for the role of the teamBy Benjamin BoatmanSummary: The books entire focus is on the effectiveness of the team. One of the most critical aspects of the book is the separation between teams and teamwork. MacMillan states, "teamwork is an organizational philosophy or value system, an occurrence, whereas teams are

specific and discrete organizational units. The second part of the book focuses on the primary aspects of what teamwork means. Here he addresses, in seven chapters, the variety of core disciplines required for a team to perform in a way that is excellent for the role of the team. The last six chapters focus on what it takes to get to the ideal high performance team he described in the second section. They address the very real issue of taking the ideas and knowledge from the classroom and implementing them for any given team. This is especially emphasized in the chapter labeled "Turning Principle in Practice: Building the Team". Having already addressed some of the negative aspects of team building, as well as potential road blocks, MacMillan nails home what it takes for every person to be able to create the high performance team. Critique: I have been completely unable to find anything negative to say about this book. It is written in a captivating manner through the continual use of story and real life situations. It is written in a relatively simple language that is easy to understand. Each chapter is laid out in a logical manner that makes it relatively easy to predict where the author will be taking the reader, while still keeping the element of surprise about what the next big item means at a deeper level. After going through this book, I can't wait to take it to every team I am a part of to attempt to utilize the methods in it. Contribution: This book is simply one of the single best books I have ever read. MacMillan clearly has years of experience that is directly available to anyone and everyone. He makes a living by applying this knowledge in the workforce, and he has made it available to all of us in this book. 1 of 1 people found the following review helpful. I think effective team leaders ask good questions and they are good listeners. By Customer This book makes you an effective team leader as it equips you with the principles and applications. It also helps team leaders get profound understandings of the team context, the features of high performance team, and practical applications for increased team performance. The author points out that team based organization should focus on the necessary levels of trust, acceptance, and respect among team players, allowing them to be open to interdependent relationships. MacMillan states that information drives the amount of change, and communication, the speed of change. He is a believer of effective leaders being pragmatic realists, who make sure their organizations constantly scan the horizon for emerging trends that can challenge, the way they, or their customers, do business. He stresses that high performance teams need clear, and competent leadership. Macmillan also illustrates the model of group development and explains the two broad categories-the willingness to cooperate, and the skill of cooperation. One critique: in the message to team leaders section, MacMillan encourages leaders to engage everyone all the time. I think effective team leaders ask good questions and they are good listeners. Engage everyone all the time will wear you out, so that you should find ways to effectively train new leaders. The book is a contribution to the leadership training for the 21st century organization, and gives leaders practical ideas to serve a successful team. It builds a path to high performance teamwork for future leaders, and points out the missteps that in our way! 1 of 1 people found the following review helpful. Worthy Read! By Danielle Sarbo MacMillan recognizes that change over the centuries has challenged the way organizations run. With "new structures, strategies, and systems"; the organizations that have "exceptional results"; and the most success are those that "blend the power of team and leadership"; (xiii). MacMillan gives six characteristic of a high performance team in detail, then goes on to give practical insight on how to build and maximize team effectiveness. These characteristics include: Clear and common purpose, crystal clear roles, accepted leadership, effective team processes, solid relationships, and excellent communication. Through this the reader can grasp how each component connects, and better understand the concept of what a team looks like, what it takes to develop a team, and how one can implement team structures in whatever setting they find themselves in. I personally found the book to quite helpful in understanding the dynamics of successful, high performance teams. The key isn't a handful of highly intelligent personalities, but a securing a group of people who are committed to the purpose, roles, relationships, and processes that make a team develop and blossom. MacMillan is extremely effective in sharing what this looks like by addressing the reader as a current or future team leader, and helping them identify their specific role in the dimension of the team, as well as the tools needed to lead the team into obtaining the given goal. I believe that the book contributes greatly to the field of team leadership. It's a lengthy read, but detailed and comprehensive! Unlike other books I've read, this book is not based on theory. It was written as a collective endeavor, and its principles were developed in real organizations, with real people who implement these components and principles daily. MacMillan shares stories and research that is invaluable, and the book is a resource that I feel will be worthy of revisiting.

As the tides of all the trendy business initiatives from the last twenty years have all disappeared, one concept has remained in their wake and continues to thrive today: team strategies. When implemented correctly, the results are impressive. Organizations—whether they are corporations or ministries—have successfully developed team strategies and are now experiencing significant increases in productivity and services. Team resource expert Pat MacMillan discusses the characteristics of a high performance team and how to implement a new paradigm of leadership to bring any organization to greater efficiency.

About the Author Pat MacMillan is founder and Chief Executive Officer of Team Resources, Inc., an international consulting firm specializing in organizational and team development. He is the author of Hiring Excellence—Six

Steps to Making Good People Decisions and holds an MBA and BA from the University of Washington. MacMillan resides in Atlanta, Georgia.