



5 Minute Activity

Teamwork and Trust

Lead Through Relationships

One of our core philosophies is to lead through relationships. Let's take a minute to read an excerpt from an interview with Simon Sinek discussing leadership lessons learned during COVID. His comments speak to one of our core philosophies, lead through relationships.

Values

"It's people, not programs who make the positive difference.

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- Be present and be visible.
- People need to know they are cared for, cared about, and that they matter.
- Build teamwork and trust through relationships.
- Make time for mentoring.
- Everyone is here to serve kids.
- Take the time to deliver important news in person.

You build relationships in the happy times, the good times, where you think you're strong, you think you're great. It's very hard to start building those relationships in the moment of crisis. And I think it's a lesson for leadership quite frankly. Which is, you can't judge the quality of a crew by how a ship performs in calm waters. You judge the quality of a crew by how a ship performs in rough waters. But the time in calm waters is when you're building relationships and trust, and you don't actually know if you have trusting relationships and trusting teams until the crisis strikes.

Emerging Leaders (101): Read the excerpt above and identify an example from it that aligns with one of the values from Lead through Relationships.

Established Leaders (201): Think about the statement, "It's very hard to start building good relationships in the moment of crisis." Discuss how you build teamwork and trust with your team.

Tenured Leaders (301): Let's look at the quote, "You judge the quality of a crew by how a ship performs in rough waters." Think about a time you as a leader were navigating rough waters. Identify the "crew" members who were there for you at the time. Identify how you built relationships with these "crew" members before the crisis occurred. Now think about those who weren't part of your "crew" and discuss how you built or didn't build relationships with these members of your crew. Is there anything you would have or could have changed?