

NATURAL PROJECT MANAGEMENT

Interpreting Team Dynamics Through Nature

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PMI NIH Chapter
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Agenda

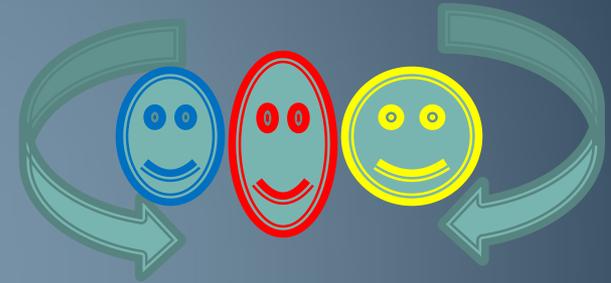
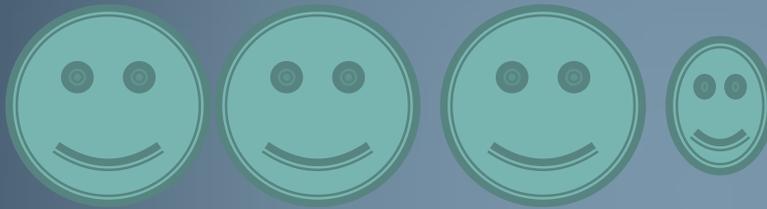
- Introduction to team dynamics
 - The Role of Diversity
 - The Natural Way
 - Perspective
- Addressing the stages of group dynamics
- Dedication
- Q & A

TEAM DYNAMICS

Introduction

Team Dynamics - The Natural Way

- Introduction to team dynamics
 - The Role of Diversity



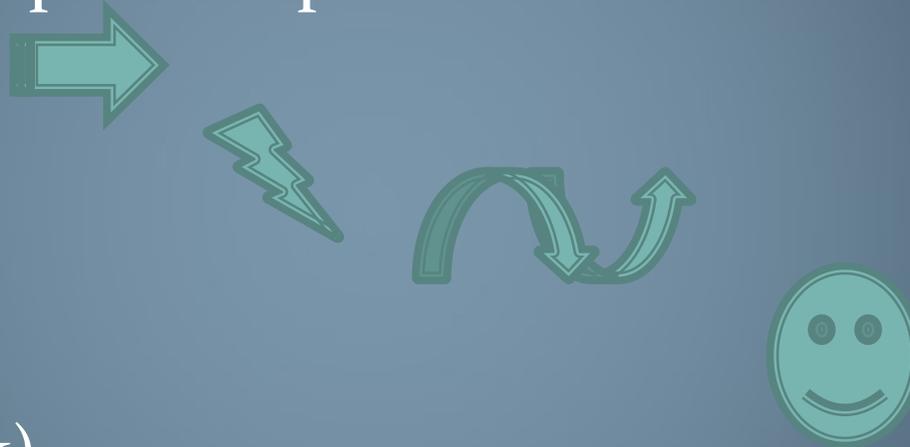
- The Natural Way



Team Dynamics – Stages of Development

- Model developed by Bruce Tuckman (1965)*
- Stages of group development include:

- Forming
- Storming
- Norming
- Performing
- (Adjourning)



- [*wikipedia.org/Tuckman's_stages_of_group_development](http://wikipedia.org/Tuckman's_stages_of_group_development)

FORMING STAGE

Selecting the team members

Team Dynamics - Perspective



- Establish:
 - goals,
 - mission,
 - values and
 - vision as the team basis

Wandering aimlessly



Forming Stage

Based on parameters

- Mission, etc.
- Resources
- Timing
- Location(s)
- Logistics
- Roles/responsibilities
- Transition plan to end

Coming together



Becoming a Team Member

Learning to Share



Learning reward behavior



Diversity: It takes all kinds to make a team



Natural team players



Someone has to carry the load



Some give us the coats off their backs!



Who does the heavy lifting?



Office Mascots



Slow and steady wins the race..

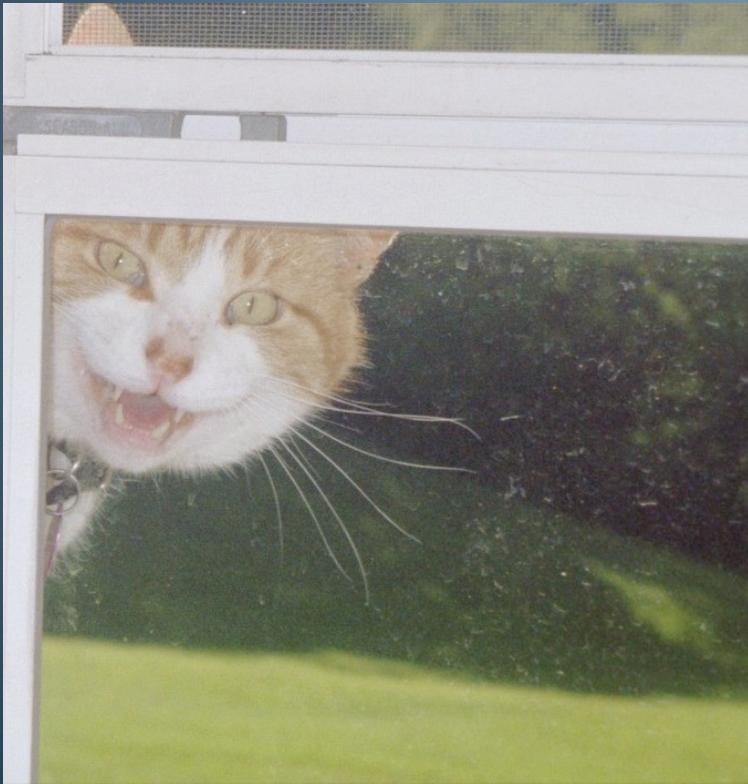


STORMING STAGE

Battle for position and status

Storming Stage

Herding Cats!



Team competition



I don't think so.....



I know who I am, no competition here



NORMING STAGE

The team is chugging along

Norming Stage

Sled Team

Working Together



Follow the Leader (What's your role?)



Team Rules are established

- Organizational
- Behavioral
 - What's ok or not
- Inter-functional
 - With other groups
- Use of facilities
 - (kitchen, bathroom, copier)

- Leads to RESPECT



Cooperation



PERFORMING STAGE

Let's get down to business

Performing Stage

Natural Performers



The team becomes a Team



- Learned behavior to succeed/reward

Motivation

To rewards
rather than away
from
punishments



Curiosity & Inquisitiveness



An inner child is important



Buddies forever

Sharing and caring!



ADJOURNING STAGE

The team members disband

Adjourning Stage

Disbanding

Returning to base



DEDICATION:

*"UNTIL ONE HAS LOVED AN ANIMAL, PART
OF THEIR SOUL REMAINS UN AWAKENED"*

Next slides taken from an internet mailing, author unknown

Polar Bear – I come in peace



POLAR BEAR – I COME IN PEACE

Polar Bear: I come in Peace

Norbert Rosing ' s striking images of a wild polar bear coming upon tethered sled dogs in the Wilds of Canada ' s Hudson Bay.

The photographer was sure he would see the end of the dogs when the polar bear walked in





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It's hard to believe that this polar bear only needed to hug someone



The polar bear returned every night to play with the dogs...



- *May you*
Always have love to share,

Health to spare ,

And friends that care

**Hercules shaking
the paw**

4/1994-4/5/2011

Judas in the basket

4/1994-1/31/2012

*This presentation is
dedicated to my
angels Hercules &
Judas who taught me
about life for 17/18
years.*



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- Intuitive Life Coach (Personal/Professional Development)
- Certified from the Institute for Intuitive Studies, Virginia Beach (EIIS)
- Over 20 years as a project manager, coaching /mentoring success in organizations, teams and projects
- Started Life Transformations, LLC in 2002
- EmpowerChangeNow Newsletter in 2007 to further mission of *empowering change*
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