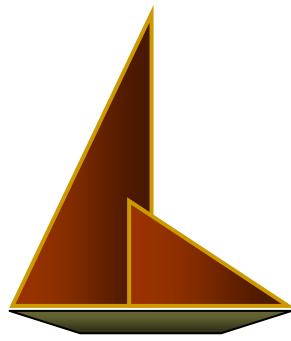


Commitment without follow-through is as effective as a parachute that opens on the first bounce.



Sailboats Unlimited

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Notes from Jennifer

When describing his team's performance on the team ladder (Forming, Storming,

Norming, Performing), one Sailboat assembler observed, "It took a while for people to let go of their stuff."

If the goal is to operate in a culture of trust so that everyone can "discuss the undiscussable" free from power struggles and resentment, free from "their stuff," then everyone has to let go of agendas and the need to be right.

We all have stuff, and if you think you don't, then you probably have more than your share.

Examine "your stuff" openly and admit to it. Catch yourself when you're stressed and operating in backup. Express your concerns and let your colleagues and employees know what is driving you.

These are tough times. We don't have time for secrets and turf wars. Our key to success is to step out of the competitive, reactionary mode and into the interdependent mode.

You are Each Other's Best Assets!

For Reflection:

- ✘ What am I doing to move my team forward?
- ✘ What am I doing to hold my team back?

Sailboat Alumni Effect Positive Change in Workplace!

This is our goal. The Sailboat simulation is in the past, but the experience can impact your work teams far into the future.

Now is a good time to take a look at some key concepts from the exercise and reflect on the commitments you made that day. This newsletter will serve as a reminder of those commitments and offer support for keeping them alive.

Key Concepts:

- We improve our products and services when customers and suppliers are part of the team.
- Colleagues deserve the same service and respect that we afford our customers and suppliers.
- It is more important for me to understand and meet your needs than it is for you to understand and meet mine.
- It is 100% my responsibility to contribute. **Non-contribution of one person can affect the morale of the entire team.**
- Contribution is a powerful motivator; therefore, I acknowledge the contribution of my superiors, colleagues, and reports.
- What I do in my corner of the office impacts the entire organization.
- I understand only when I listen to learn instead of simply waiting for my turn to talk.
- It's amazing what we can accomplish when we don't care who gets the credit!
- People work best in an open environment; therefore I remain open to all ideas and possibilities.

For Discussion:

What is our team doing to promote these key concepts?

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