



Corley Hanson Associates Newsletter Making Your Business a Team Sport! May 2007

Greetings!

As we move into Memorial Day weekend it's a time to relax and step away from the work. It is also a time to appreciate our armed forces and all the work that is being done overseas on our behalf.

As you think about your work today, think about the work that others are doing and the impact it makes in the world. What kind of impact do you want to make in the world? How can your business, work and life be a contributor to your bigger picture? Whether it is, world peace, better technology, better communication, or something else. What is your contribution?

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Virtual Teams

Anyone involved in business or any organization knows that teams are the engines that drive successful organizations. Teams produce results that individuals simply can't, acting alone.

These days, our teams are often virtual teams ranging from teams where individuals work from home to individuals on teams working in separate locations around the globe. Many team members may have met face-to-face or at least only have that opportunity once or twice a year!



Virtual teams present substantial new challenges to managers. Managers often interact with them as though they are traditional teams with some additional logistics tacked on like dial in numbers, speaker phones, meeting software. In truth, a manager of a virtual team must go well above and beyond in order to create and make up for what naturally occurs on traditional teams.

Virtual teams exponentially more complex to manage and require special focus, attention, and intention to create.

However, when one knows what it takes to create a high performing virtual team and applies it, the payoff is equally substantial, providing the organization with a kind of cost-effective flexibility, diversity, specialization and wisdom that leads to greater results and diversity of thinking.

The basic recipe is quite simple:

Connection and Engagement + Logistics, Time and Technology + Communication = Success

When these elements are consciously designed and adapted to the particular needs of the virtual teams, winning performance becomes natural. The key is to invest the time and attention to create new ways to connect, engage, and leverage the strengths of the team, because while these elements often align naturally or through practices and processes that we as business people have honed over decades, working virtually is still relatively new.

The practices and processes that will create that sense of a high performing virtual team with a common goal, interconnected, and moving together towards the destination, in other words a team prepared to win, are not yet natural for us in our culture, and so require our focus and attention.

This can be viewed as a source of obstacles and problems or as a competitive advantage to be achieved. We believe that the most successful organizations in the next 20 years will be those that have learned to maximize the power of teams. That's where the leverage is. And virtual teams make up a large percentage of that potential.

As we work with our client companies on these issues. . .we will share best practices with you. There may even be an e-book in the making. . .hmmmmm.

We invite you to share some of your best practices. Shoot us an e-mail and we'll set up a 20 minute con call to hear your questions, best practices and thoughts.

Contact Will Corley at wcorley@gmail.com or Jeremy Stover at Jeremy@corleyhanson.com.

Leadership and Gender by Will Corley

Leadership and Gender

But both play such role

In our lives

Come explore how

Gender impacts

Ones leadership

The World

Your World

Male and Female

Energies

Actions

Polarities intertwined

That don't often rhyme

Come learn

How leaders who bring both

Parts of Us

Into play

Celebrate

A better way

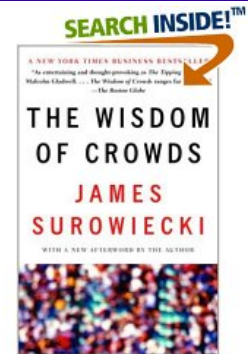
A third way of Leadership

Today

Book Review: The Wisdom of Crowds

by James Surowiecki

The "Wisdom of Crowds" might sound counterintuitive, but the author makes a compelling case about that wisdom. Surowiecki states that large groups do far better when it comes to making decisions and solving problems. The author provides many examples such as the stock market. It has proven over and over again that it can outperform the so called experts who are limited compared to the crowd; The author suggests there are four key elements that makes the crowd more effective: independence, diversity, decentralization and the aggregation of the knowledge for effective action.



Independence allows for people to arrive at solutions and decisions bringing the knowledge out without the influence of what has been called group think.

Diversity speaks to people holding different perspectives that sharpens the debate and the answer to the challenges. Surowiecki says that, "Diversity and independence are important because the best collective decisions are the product of disagreement and contest not consensus of compromise."

Decentralization allows different members to work from their strong knowledge base, expertise in ways that a small group sitting around the table don't. Decentralization is almost a by product of being separate and there are ways this can be maximize in service of a team.

Aggregating is the process of voting and collecting the wisdom to ensure decisions hold the true wisdom of the group, therefore producing the best results. The author, in a very compelling fashion, provides numerous examples of how, these elements are utilized to create performance that create a competitive advantage.

The author clearly creates a case for the wisdom of groups that use the collective wisdom of these four principles.

Leadership and Gender: a 4-Part Tele-Class

Because Men and Women Lead Powerfully - and Differently

Join the MF3 Group for an eye-opening, engaging, and anything but politically correct exploration of the rich and very different flavors Men and Women bring to the dance of leadership.

Here's a sampling of topics from "Leadership and Gender":

- The importance of creating and maintaining sexual polarity
- The power (and rarity) of healthy, embodied Feminine and Masculine leaders
- Feminized Men, Masculine Women, Boys, Girls and the building of an androgynous societal mess
- Why swinging pendulums hurt at both ends
- The Essence of Diversity: Cause for Celebration
- Discovering "Third Way" leadership
- More. . .



Course Logistics:

- Four 90-Minute Teleclasses: Tuesdays, June 12 & 26, July 10 & 24, 2007
- Class Times: 10 to 11:30 AM Pacific, 1 to 2:30 PM Eastern Time, 6 to 7:30 PM GMT
- Tuition: Special Introductory Price for CALL Members \$99
- Non-Members \$149

To register, visit: [The Call](#)

For more information, contact ken@cirruscoaching.com

TV Review: Heroes vs. 24

by James Surowiecki

I must admit I have been addicted to the adrenaline rush and edge of the seat crises the world faces in a **24** hour period with Jack Bauer. However, this year I must admit while I still watch expectantly, there is a level of disappointment to the pace and reality of the show. I contrast my feeling with **Heroes**, a show which is about a world of Heroes composed of ordinary people who have been given extraordinary abilities.



This is a show that at times moved very slowly and sometimes seems not to move at all! That being said, I have been hooked by where this show has taken the audience. **Heroes**, as it moves toward the first season finale, is constantly rewarding the audience while **24** is a much more hit or miss proposition.

Here is my recommendation; that TV Executives know when enough is enough. Jimmy Brown quit the NFL when he was on the top of his game and he decided not to prolong his career. I believe that telling a story well is the key to success. **Heroes** is telling that kind of story with a story line that has hooked me. Know when you have told the story and when it is time to create another TV Show.

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