



## Leveraging Instinctive Drives® to build “I.D. Intelligent”, High-performing teams

People at their *natural* best

Presented by:  
Paul Burgess  
Founder & CEO  
InstinctiveDrives Inc.



## I.D. Intelligent, High-performance teams: 4 week series

**Week 1**

**I.D. based HPT best practices**

**Week 2**

**Recruitment &  
(accelerated) On-boarding**

**Week 3**

**Cross-functional teaming &  
collaboration (10X)**

**Week 4**

**New topics and insights from I.D.  
user community**



# I.D. Intelligent, High-performance teams: 4 week series

I.D. diversity to produce the best team outcomes	Use-case examples
4 x game-changing, I.D. based, HPT best-practices	Q & A

When to use I.D. as a recruitment/selection filter?	Use-case examples
On-boarding and integrating new team members to I.D. based teams	Q & A

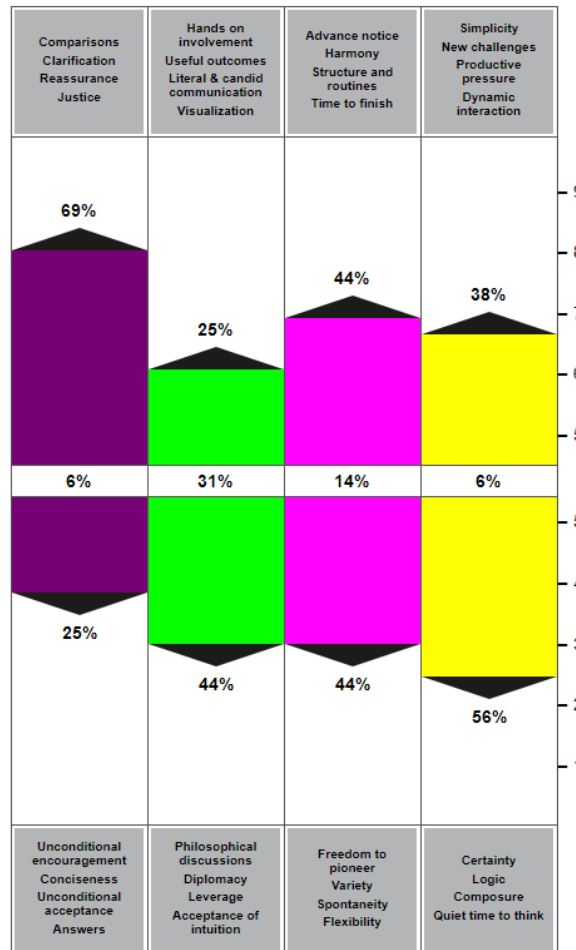
Cross-functional initiative teams versus functional work teams	Q & A
Stakeholder insights & strategies	Use-case examples

**10X**

- How different drives react to and deal with scary times
- Vulnerabilities that transpire in times of uncertainty
- Communication & behavior protocols to optimize team talents



# This group's I.D. Team Culture

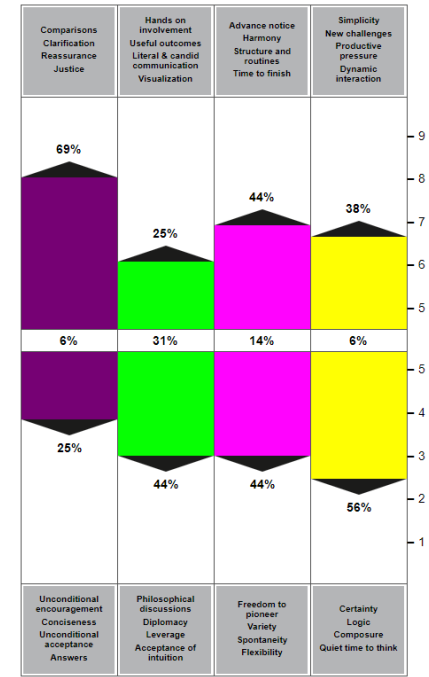
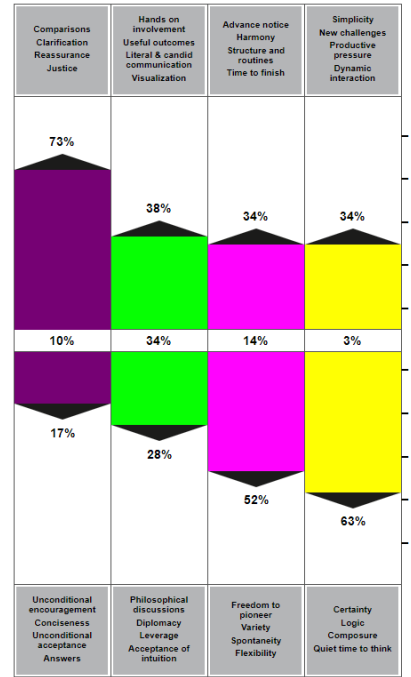
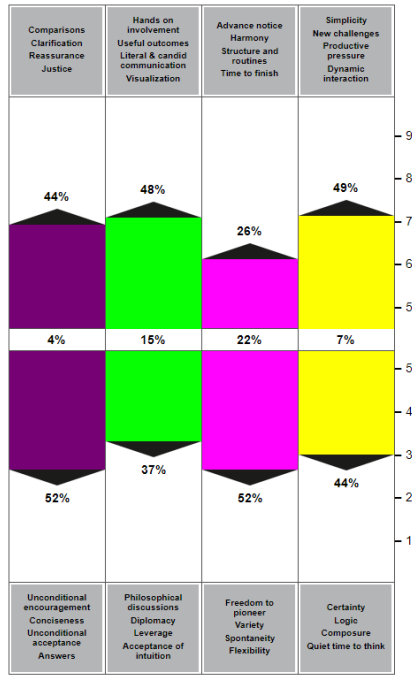
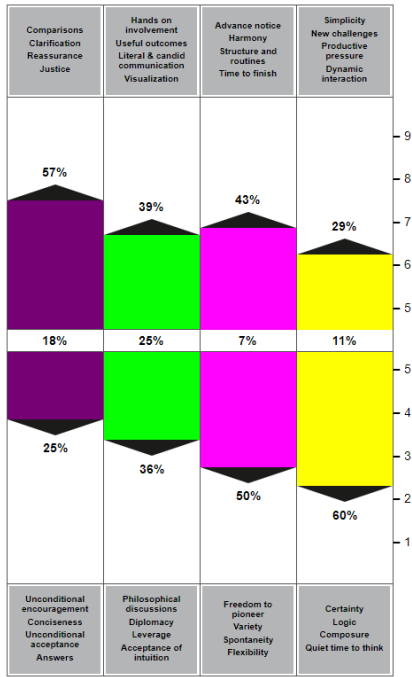


# 3 week's ago

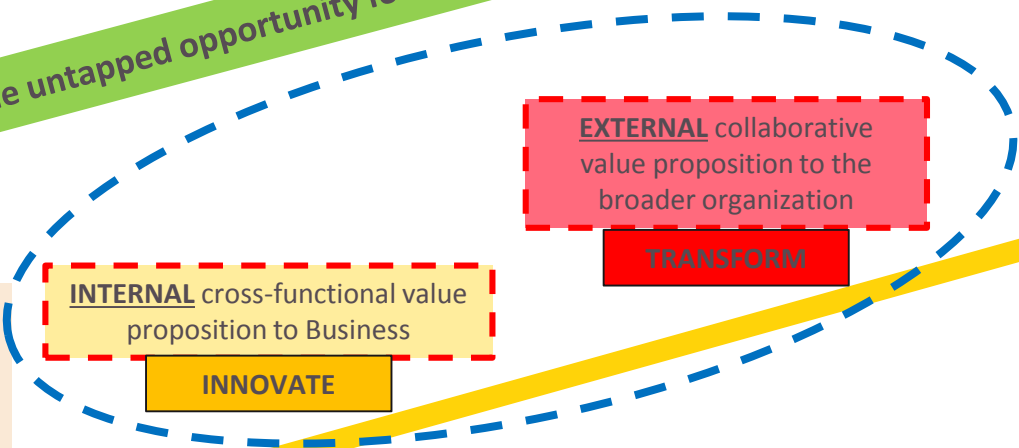
# 2 week's ago

# Last week

# This week



The untapped opportunity for Cross-functional Collaboration



TRANSFORM

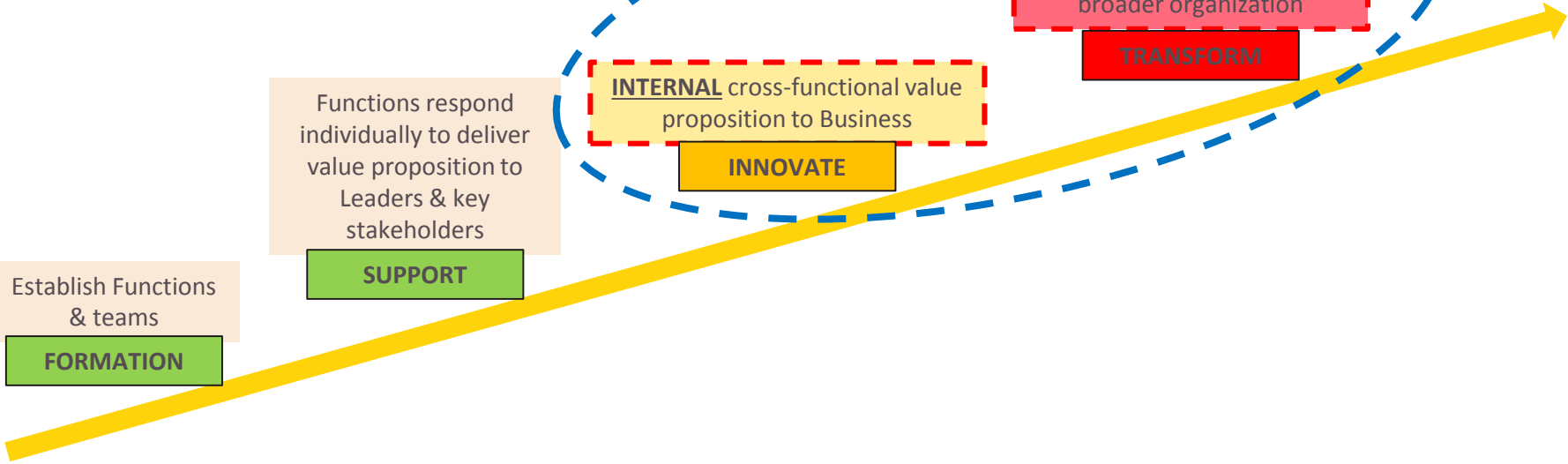
INNOVATE

Functions respond individually to deliver value proposition to Leaders & key stakeholders

SUPPORT

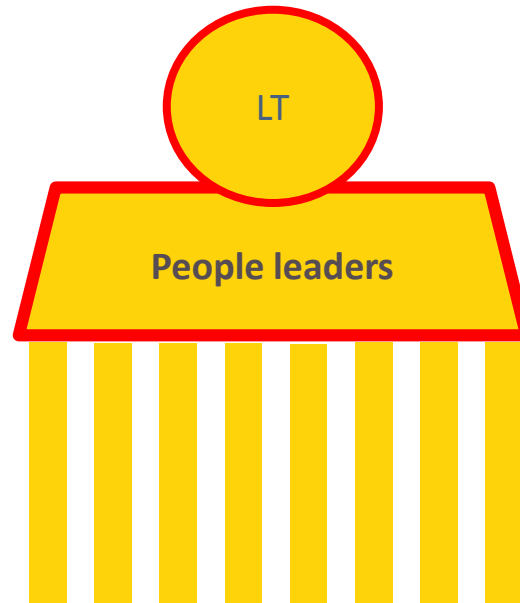
Establish Functions & teams

FORMATION



## A Framework for Cross-functional Collaboration

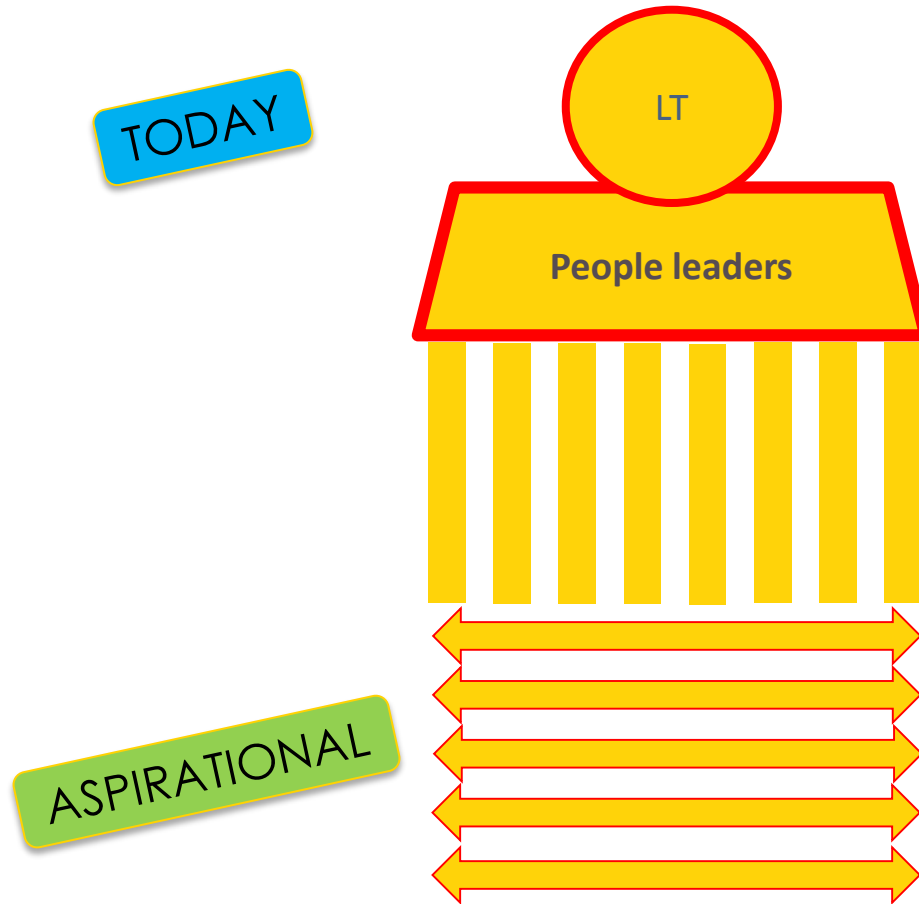
TODAY



Where did this type of org design come from?

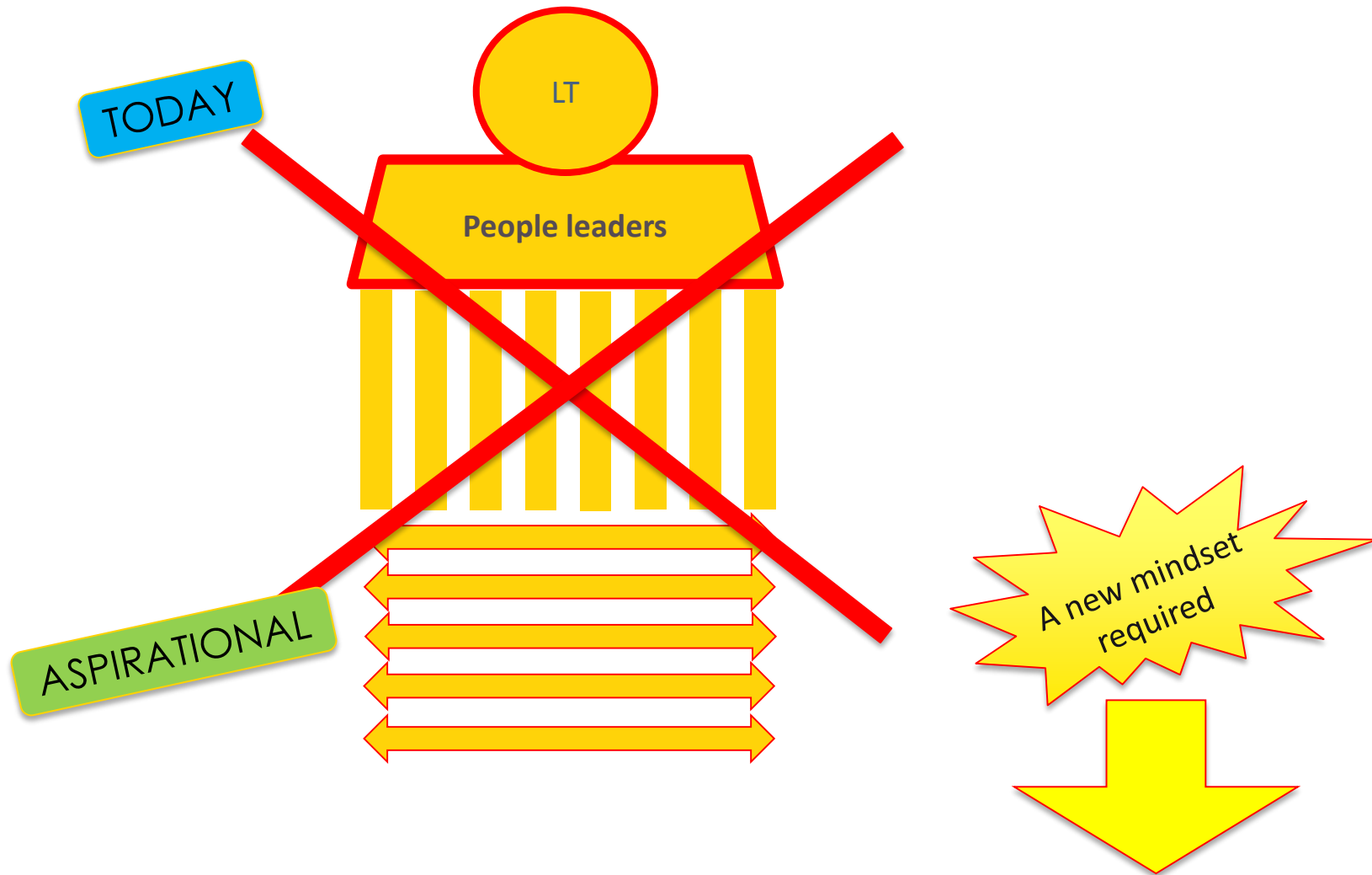


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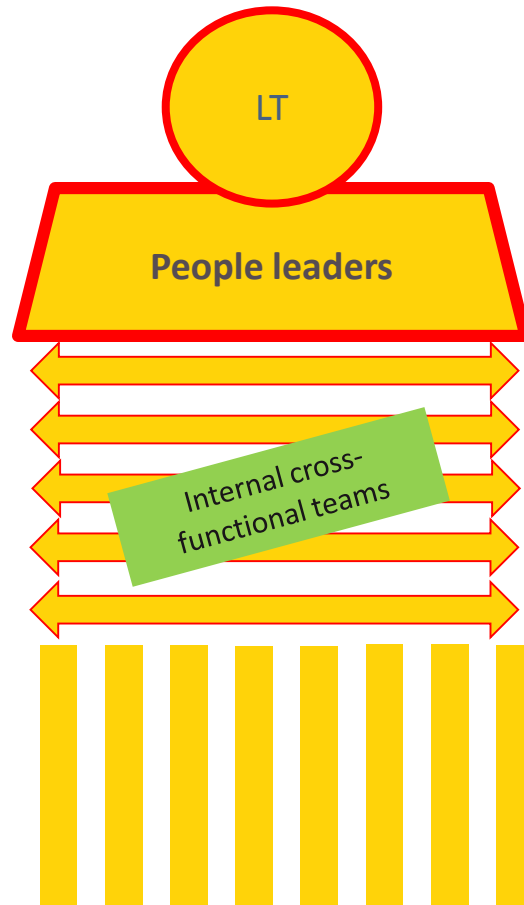




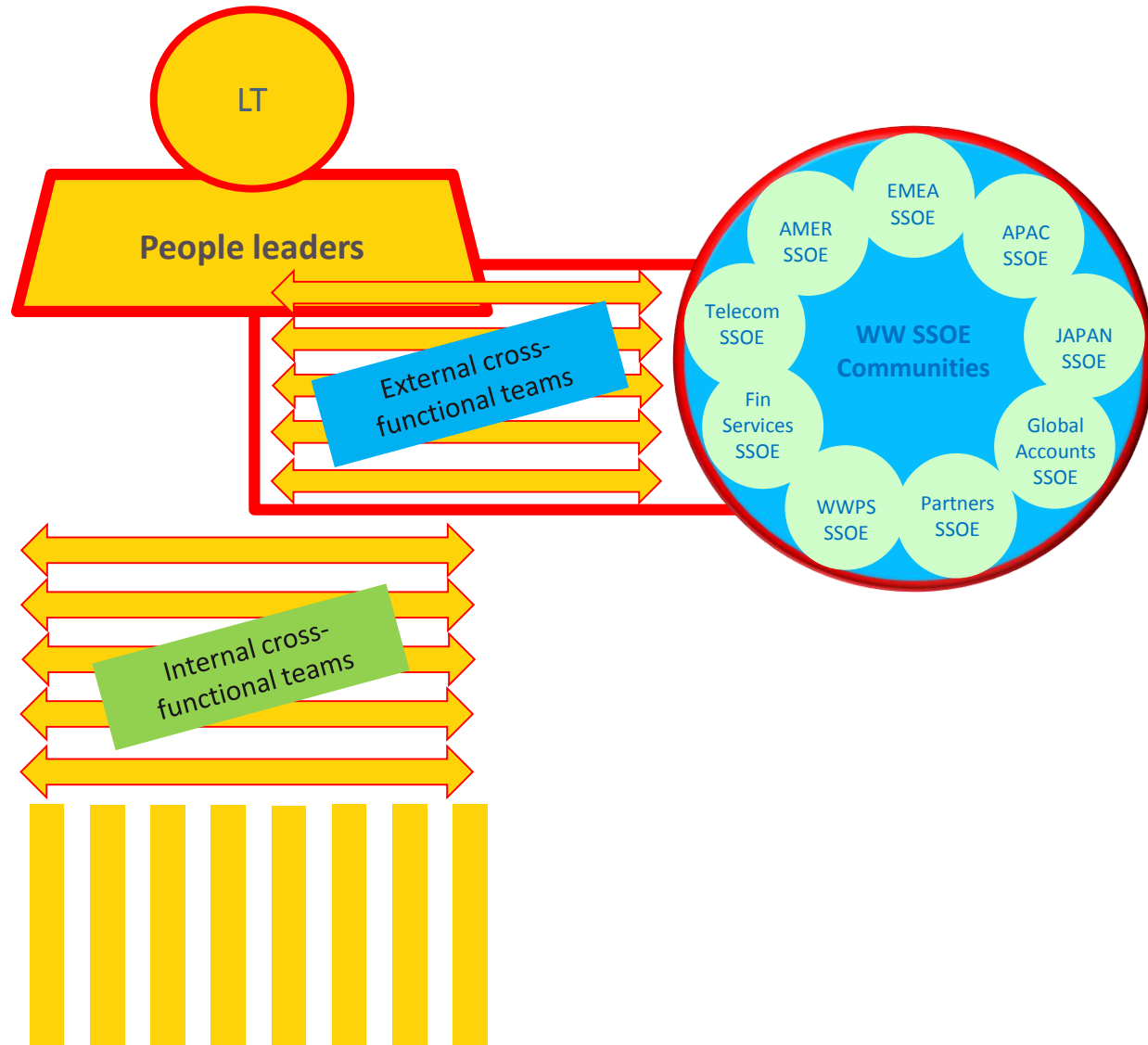
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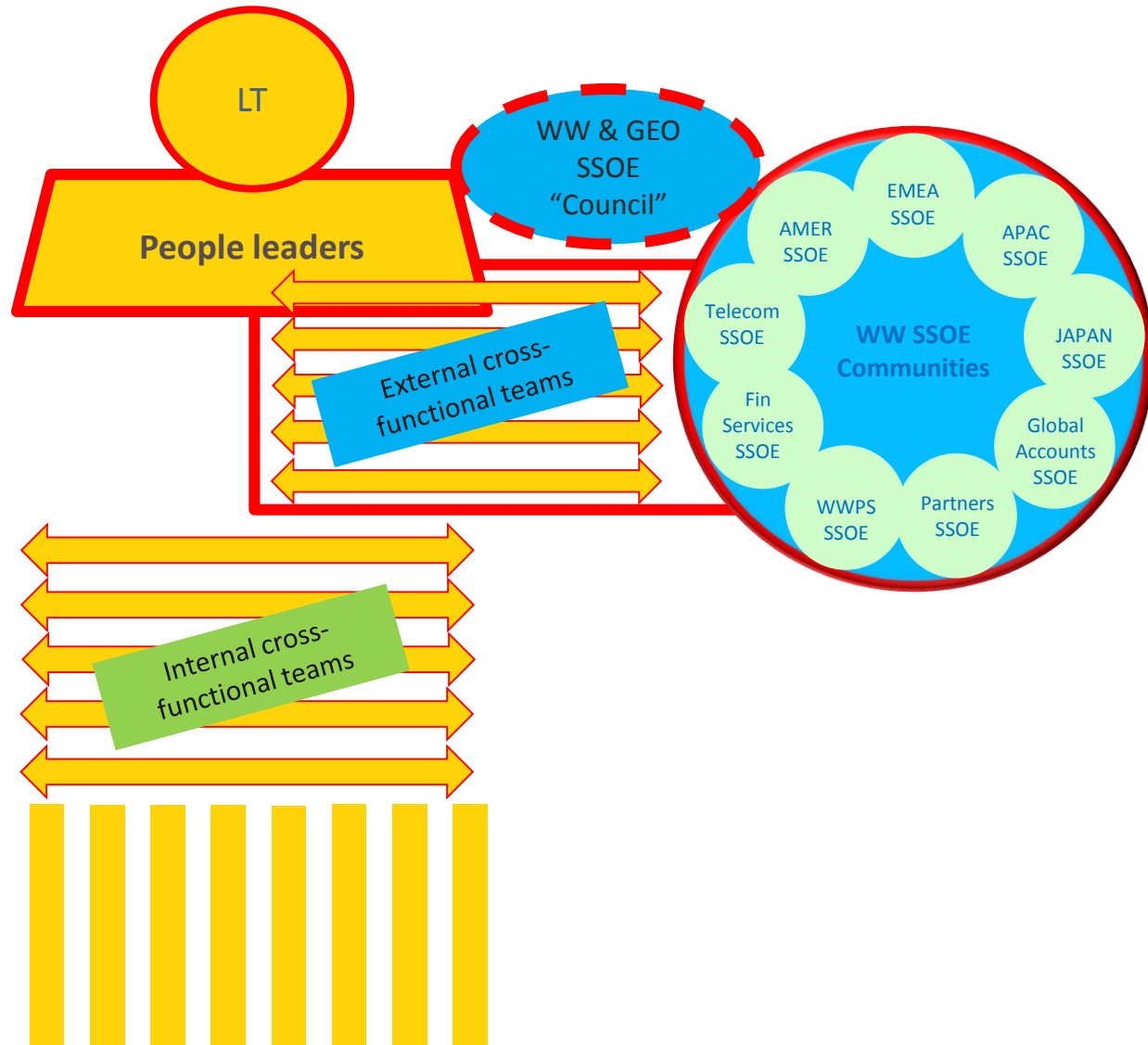
# A Framework for Cross-functional Collaboration



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## 3 Collaboration Pre-requisites

1. Trust
2. Alignment – of work
3. Common language



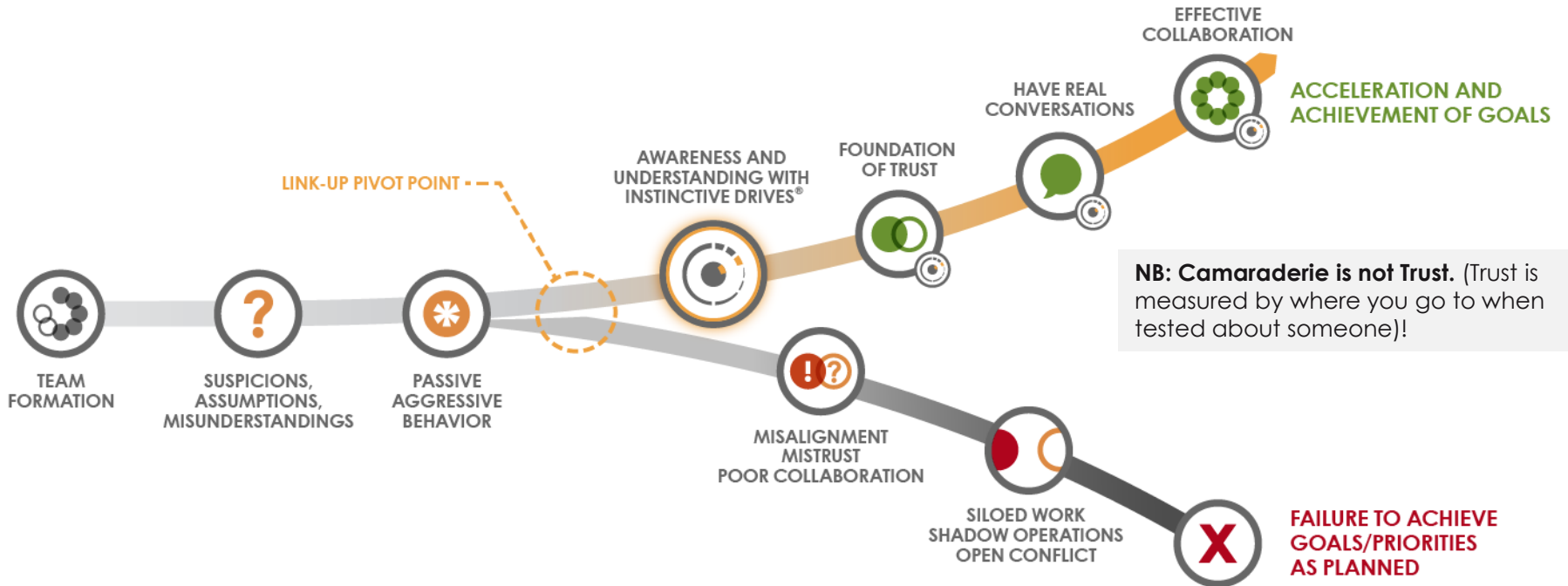
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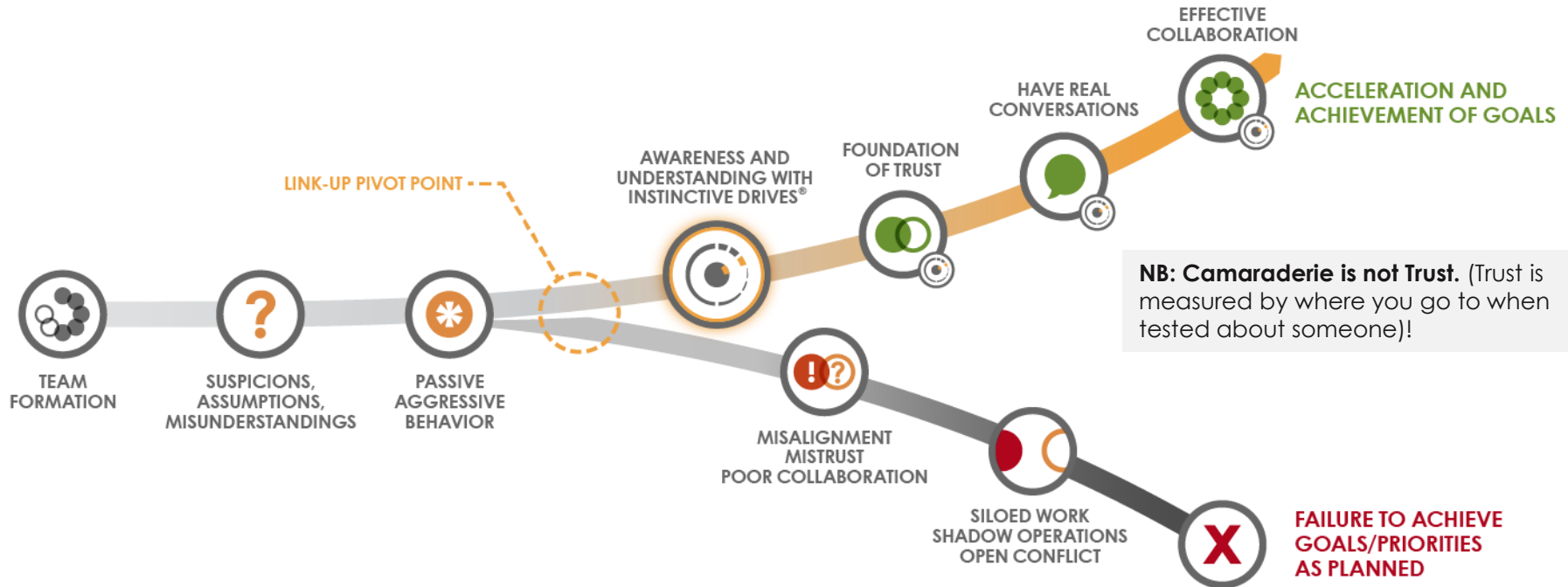
PPI  
I.D.  
Assume Positive Intent  
Team 1



# CONNECT > COLLABORATE > CHANGE™



# CONNECT > COLLABORATE > CHANGE™



## Trust BEHAVIOURS:

- Assuming positive intent
- Same conversations outside as inside the room
- Volunteerism & Cross-representing each other

## Trust OUTCOMES:

- Speed** - to success (business and planning cycles)
- Innovation** (initiative - from people feeling safe and from more effective collaboration)
- Retention** – pride in belonging to a winning team





# Indicators of a high performing team

- Assuming positive intent
- Solving problems together
- Voluntarily socializing together
- Same conversations inside the room as outside the room
- Team members cross-representing each other
- Sharing your deeper, personal stories with each other

- High PPI scores
- Superior business results...consistently (winning)
- Innovation & volunteerism
- Quarterly team meetings
- The team attracts top talent



# Collaboration Strategies & Framework

**Collaboration requires more than mere INTENTION! It NEEDS a structured approach:**

1. Horizontal versus vertical mindset - as the “10X” priority: horizontal is my “*day job*”!



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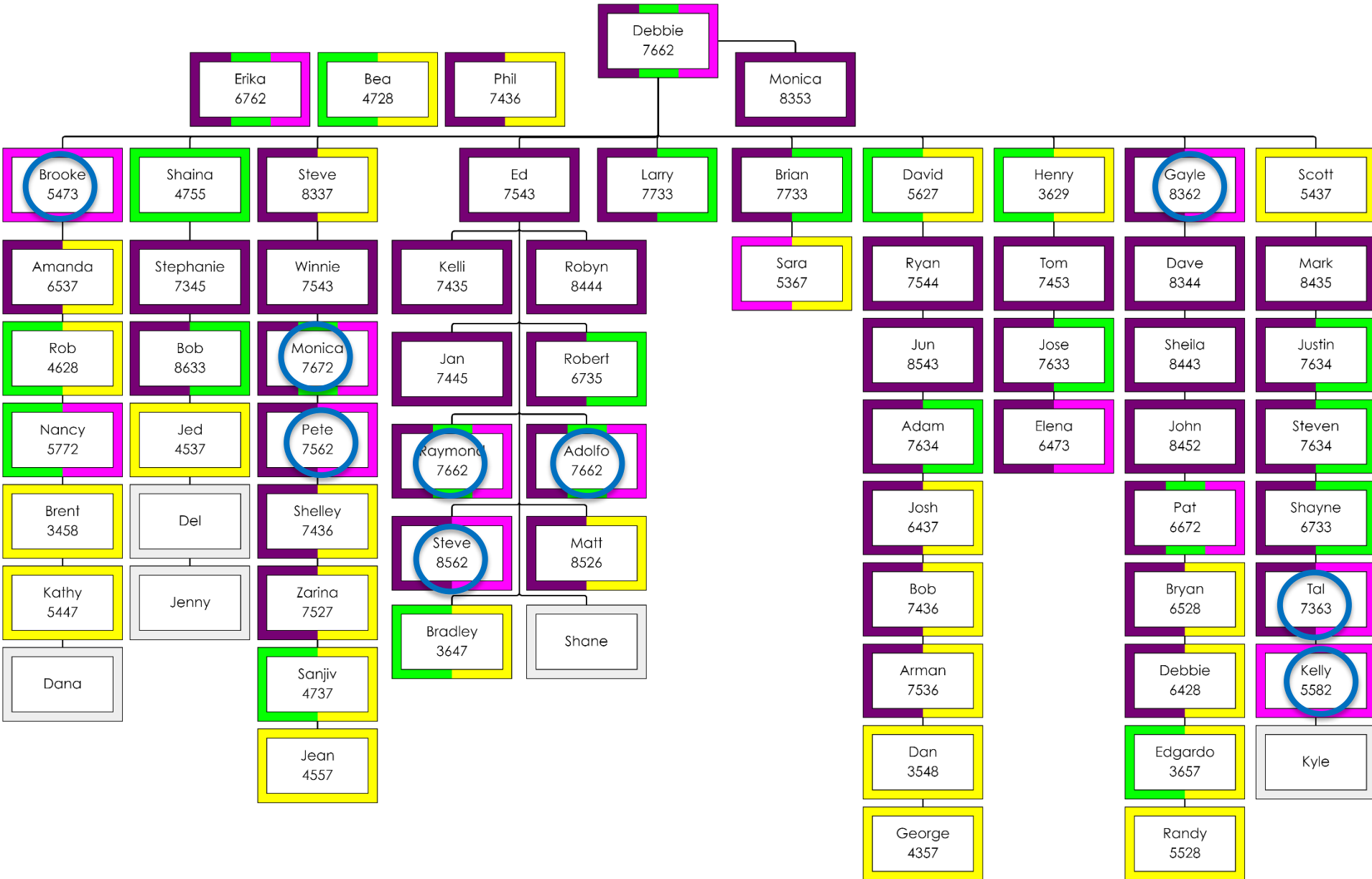
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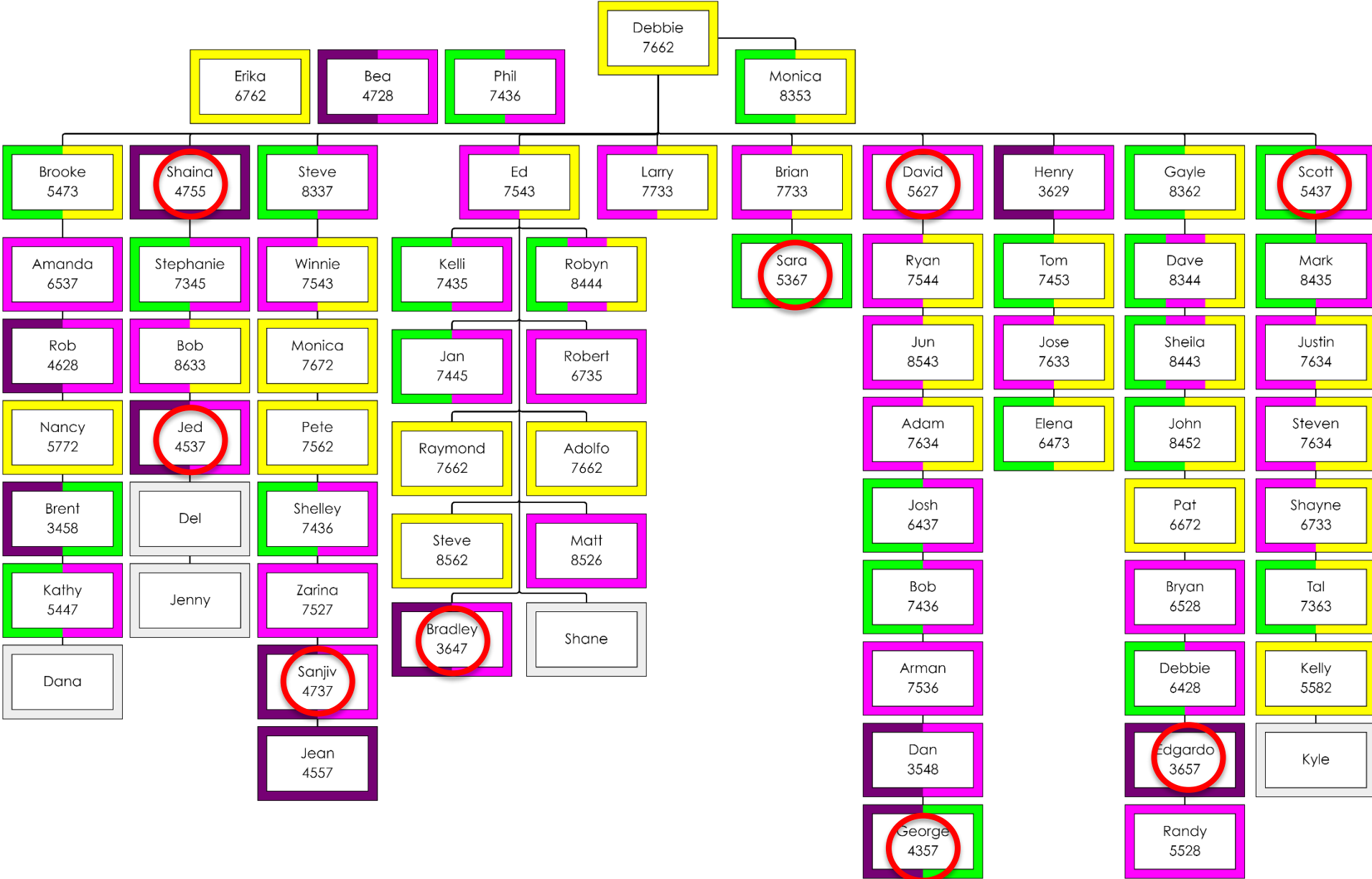




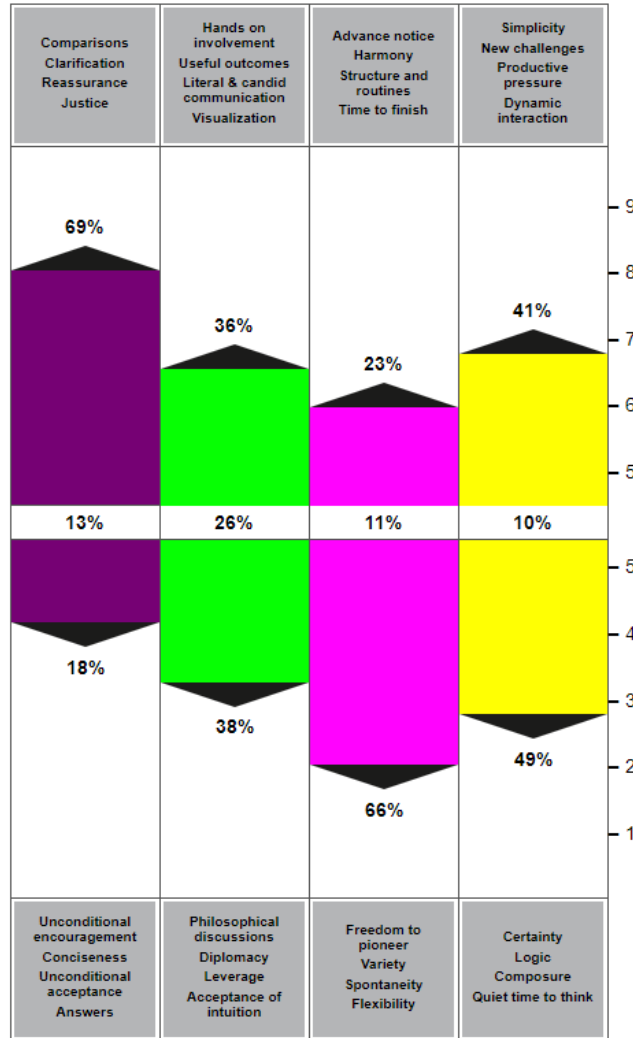
# GCS Leadership I.D. Team Chart - USE



# GCS Leadership I.D. Team Chart - AVOID



# I.D. Team Culture



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8. Ensure these teams are then structured for success, as you would a normal functional team: norming the team (success metrics, meeting cadence, decision-making, stakeholder reporting requirements, team protocols, building trust and awareness, accountability mechanisms)



# A Framework for High performance Teaming & Collaboration

## LT member:

### • Team sponsor:

- Strategic direction & planning
- Team membership: recruitment & formation (internally & externally); agility/rotations
- Mentoring (X-F) & coaching of directs
- Governance (esp re strategic alignment)
- Stakeholder engagement and communication (re value proposition)

WW  
SSOE

WW SSOE  
People leaders

## L2 leader:

### • Cross-functional team leader:

- Execution and re-alignment (to roadmap) – of both functional teams and cross-functional teams
- Day to day problem solving
- Mentoring team members

