



CENTER FOR CATHOLIC STUDIES

TO: WBC AND MICAH PARTICIPANTS
FROM: MONSIGNOR RICHARD LIDDY
SUBJECT: BUILDING STRONG TEAM PERFORMANCE
DATE: OCTOBER 2017

- **Welcome and Self-Introductions**
- **Woodstock Business Conference Mission Statement**
 - The Mission of the Woodstock Business Conference is to establish and lead a national and international network of business executives to explore their respective religious traditions in order to assist the individual executives:
 - To integrate faith, family and professional life,
 - To develop a corporate culture that is reflective of their religious faith and values and
 - To exercise a beneficial influence upon society at large
 - The Conference, grounded in the Roman Catholic tradition, welcomes believers who are open to and respectful of one another's religious tradition. It is committed to the conviction that ethics and values grow out of one's religious heritage.
- **Scripture Reading: 2 Timothy 2 20-26**
- **In every household there are vessels not only of gold and silver but also of wood and clay, some for distinguished and others for common use. The lesson is that if a person will but cleanse himself of evil things he may be a distinguished vessel, dedicated and useful to the master of the house and ready for every noble service. So, turn from youthful passions and pursue integrity, faith, love, and peace, along**

with those who call on the Lord in purity of heart. Have nothing to do with senseless, ignorant disputations. As you well know, they only breed quarrels, and the servant of the Lord must not be quarrelsome but must be kindly toward all. He must be an apt teacher, patiently and gently correcting those who contradict him, in the hope always that God will enable them to repent and know the truth. Thus, taken captive by God to do his will, they shall escape the devil's trap.

- **Quiet Reflection 5 minutes followed by sharing insights**
- **Article: “The Best Senior Teams Thrive on Disagreement” by Orla Leonard, Nathan Wiita & Christopher Milane**

The Best Senior Teams Thrive on Disagreement

By Orla Leonard, Nathan Wiita & Christopher Milane,

September 18, 2017

The article “The Best Senior Team thrive on Disagreement,” by Orla Leonard, Nathan Wiita and Christopher Milane, discusses how leaders build strong, cohesive teams. With further research it was found that the ability to manage conflicting tensions was more critical to team performance than cohesion or psychological safety needs. Read more here from the *Harvard Business Review* about how strong teams embrace tensions and work through conflict.

Link: <https://hbr.org/2017/09/the-best-senior-teams-thrive-on-disagreement>

- **Questions to initiate discussion:**

Be Attentive: What are you noticing about your senior team in terms of their making decisions? Do they “lean into tension”? Cohesion or disagreement?

Be Intelligent: How do you see the tensions of risk vs. reward, external vs. internal pull, top down vs. bottom up?

Be Reasonable: In seeing the whole enterprise are these successful strategies being employed: “reframing tension and dialogue openly”, “Keeping the customer front and center,” and “holding the team accountable for fostering innovation”? Who demonstrates the skill set to facilitate this process? Do you have the skill set?

Be Responsible: How does the wisdom of Timothy in the scripture today engage the decision-making process in your organization? How does your leadership style fit into the scripture or

this article? How will this conversation today impact you as you move into your work and the last days of summer season?

Closing Prayer: St. Francis Peace Prayer

Lord, make me an instrument of your peace;
Where there is hatred let me sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
And, where there is sadness, joy;
Grant that I may not so much seek to be consoled as to console;
To be understood, as to understand,
To be loved as to love;
For it is in giving that we receive,
It is in pardoning that we are pardoned,
And that it is in dying that we are born to eternal life.

Glory be to the Father and to the Son and to the Holy Spirit as it was in the beginning is now and ever shall be world without end. Amen