

Jump Start Your Team's Productivity & Joy in 2023 With Six Type of Working Genius!

Jane Schroeder, MS, BCC, Lauber Business Partners



Lencioni's Covid Brainstorm

Many teams have endured significant challenges over the past few years, with COVID driving fundamental changes in the way they conduct their businesses. Even today, with COVID less of a focus, companies are struggling to manage their teams with remote and hybrid work environments, generational differences and talent shortages affecting how teams operate.

These changes pose unique challenges and increase complexity in managing one's business. This raises the stakes of performing at an even higher level as a team. During his own business slowdown due to Covid in early 2020, Patrick Lencioni (leadership guru and author of *The Five Dysfunctions of a Team*) created *The Six Types of Working Genius* model. The book followed with publication in September of 2022. This new Lencioni model provides tremendous insights into how individuals comprise and operate as a team and what teams need to be successful. In this new model, Lencioni seeks to explore further what makes teams successful and, ultimately, drives organizational success.

Unique Aspects of Lencioni's Latest Model

In the midst of countless leadership development assessments available in the marketplace, *The Six Types of Working Genius* assessment has features unlike many others.

- The focus is on identifying our God-given gifts or "Working Geniuses" (WG) and using them in service of both the team and the organization – these six Geniuses are required for any type of work endeavor – **Wonder, Invention, Discernment, Galvanizing, Enablement and Tenacity**
- While aspects of personality are revealed, the primary purpose is to increase productivity –

both individually and collectively

- It offers an interdependent process for getting work done – a new perspective on how your team members work together and need each other to achieve their highest performance and organizational success. Each team member contributes their natural gifts (WG) to different phases of the workflow: from ... **IDEATION** to ... **ACTIVATION** to ... **IMPLEMENTATION**.
- This assessment is not intended to be an in-depth, scientific analysis or psychoanalysis – rather, the model offers a new/ interesting perspective and starting point to maximize team productivity while individuals experience high energy, satisfaction and joy!

Like many of Lencioni's works, the book is an easy read, yet provides tremendous insight. It can help individuals and teams understand why they may not be getting the results they desire and how to optimize the team for improved results. The model helps explain why a team member may avoid or struggle with a certain key task, which can sabotage success, and why that same task can give another team member joy and energy.

Understanding these in the context of the team can allow a leader to properly construct and manage a team for enhanced performance. It also allows better understanding between team members and how they can best support one another.

Ultimately, understanding and employing these concepts leads to better organizational performance and much happier team members. Isn't this what we are all seeking?

Jane Schroeder, MS, BCC, is a Certified Working Genius Facilitator at Lauber Business Partners. She can be reached by email at jane.schroeder@lauber-partners.com