



TRACK 3: WHAT'S SHAKIN' YOUR LADDER? COACHING WITH SAM CHAND

NEXT STEPS

LESSON 2: THE TEAM IS EVERYTHING

I. [Click here](#) to watch the video by Sam Chand on **Essential 1: Choosing Your Team**, and complete the following brief outline:

Team Building:

1. P _____ P _____ P _____
P _____ P _____ !

How to identify team players:

1. Keep an eye on people during _____ .
2. You have to be really good at answering the following 3 questions:

Who do I _____ ?

Who do I _____ ?

Who do I _____ ?

Dr. Chand emphasizes the importance of being able to identify those within your organization who are team players. After considering the 3 questions he presented, how are you affected by this?

1. What changes do you need to make within your organization?

2. How is your credibility affected if you don't make these changes?

3. What adjustments can you make to ensure you choose the correct members for your team?

II. [Click here](#) to watch the video by Sam Chand on **Essential 2: Leadership Development**, and complete the following brief outline:

There are three paradigms in the way of leadership development:

1. **Do it all yourself – that is too much _____ .**
2. **Hire it out – that is too much _____ .**
3. **Develop leaders – that is too much _____ .**

Development vs. Training:

1. **Training is focused on a _____ .**
2. **Development is always about _____ .**
3. **Development should come before _____ .**

As soon as the leader moves from _____ to _____ they have made a major leap forward – not everyone good with projects will make the transition to leading people.

Functional Leaders vs. Organizational Leaders:

1. **Functional leaders are people who started working with _____ .**
2. **Organizational leaders are people who work with _____ .**
3. **Just because someone can work with _____ doesn't mean they can work with _____ .**
4. **Development should be _____ .**

After watching the video, answer the following questions:

1. How do you develop people so that they don't just do the job, but instead, they see the importance of the broader range of thinking past the task to the person?

2. Share a time in your career when the task became more important than the people. How was your organization affected?

After you've completed the assignments, save this PDF and email it to your coach.