Lessons Learned
Leading and Structuring Teams

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Team Structure

- DDC A-76 Evolution
  - Began in 1998 with three teams
  - Expanded in 1999 to six teams
  - Increased to seven teams in 2001
  - With Jones-Hill implementation...may have ≥ 16 teams

- Basic staffing premise unchanged...
  - DDC Team Lead and Analyst
  - Consultant Support
  - Depot Subject Matter Experts

All bring different skills to the table
Team Attributes

Some assembly required...

- Attributes necessary for successful A-76 teams
  - Commitment
  - Endurance
  - Diversity
  - Trust
  - Talent
  - Discipline

Now...this is teamwork!!!
Leadership Challenges

• Time Management
• Communication
• Motivation and momentum
• Managing Conflict
• Creating an environment where individual leadership is fostered and unleashed
• Mentor
• Balance

“My task is not to motivate people to play great football. They are already motivated when they come to me. My challenge is simply not to demotivate them.” Lou Holtz

Ability is what you’re capable of doing...
Motivation determines what you do...
Attitude determines how well you do it...
Lessons Learned

• Appreciate the differences...
• Don’t expect perfection
• Can’t micro-manage...trust people to do the right thing
• Empathize and support...but don’t be afraid to make tough decisions
• Manage consensus building...don’t let things get bogged down
• More communication is best
• Teams are change agents...respect them

“Soft skills” need to balance the hard, technical skills...take time for team building