



800-224-3731

wanda@themathisgroup.com
keith@themathisgroup.com
kim@themathisgroup.com
www.themathisgroup.com
www.pmexpertlive.com

9515 N SPRING VALLEY DR
PLEASANT HOPE, MO 65725

FAX 417-759-9110

The Messenger

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A Letter from Kim

Unifying a team is hard, and sometimes everything you try just does not work. Supervisors may fight the team because they feel like they no longer have all the power. Workers clash because they do not want to upset a coworker or they simply do not feel like it is their job to hold each other accountable. All of these scenarios cause tension and stress. In order to have an effective team, everyone needs to be on the same page.

Understanding what teamwork is will allow your team members to work together in the best possible manner. The following guidelines are imperative for worthwhile teams: structure and interdependence between team; teams solve problems as a unit; team goals, vision, mission are clear; team members are independent thinkers but team players; communication is open and freely given; and, teams work through team conflict.

Another factor in building a team is that everyone trusts each other. Trust can be very difficult to achieve; however, there are ways to aid in it:

- Include everyone in discussions
- Allow for equal participation
- Be helpful to one another
- Give credit to team rather than individuals
- Be open to ideas of others

Team leaders also play a vital role in building trust. The leader should direct the team to keep priorities straight, be an example, increase self-esteem, motivate, and teach others to solve problems. Building trust can be accomplished if everyone is committed to doing their part.



Unifying Your Team Without the Fireworks

Here are some simple strategies that will help unify your team.

Mission Statement

Creating a mission statement directs your team to the key areas in which they will focus. A mission statement is a long-term vision of what your team wants to accomplish. It should answer the following questions: What is the purpose of the team? (services, wants, products or customer needs) Who is the team for? (customers, clients or target group) How will we accomplish our goals? (activities, approaches or methods) Why was the team created? (purpose and values)

Strategic Goals

Setting goals is another way to maintain the focus of your team. Goals give you achievable milemarkers in which to strive. Goals must:

- Be crystal clear
- Not conflict
- Be monitored
- Have quantitative and/or qualitative measurements



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Unifying Your Team Without the Fireworks continued

Strategic Focus

There are three main focuses that your team will possess. The focus you choose will affect your mission statement and your goals. The three focuses are: maintenance, limited, and aggressive. The maintenance focus is content to stay the way they have always been. They see no reason to change. The limited focus dwells on what they do not have. They say "What can we do? We have no money, power, time, products, etc." The aggressive focus aims at ways they can improve. They want to be bigger, better, faster, more productive, etc.

In order to be successful, managers must be willing to share power and responsibility. Some managers have trouble delegating, but to have an effective team every member must be utilized. Managers must also be willing to encourage a coaching atmosphere. Team members will flourish when they feel like they are supported and mentored by upper management. Having a praise and reward system will also promote harder and more productive work.

Each member of the team has responsibilities he or she must perform in order for team success. Each team member must participate, be an independent thinker and a team player, and support the team decisions. The team leader's role is to facilitate, train, counsel, encourage, and confront each team member as necessary. The leader should communicate information, be a resources finder, assist in training, and encourage the team.

If everyone does their part, your team will be successful on the project at hand. Developing a mission statement, goals, and focus, as well as, building trust and maintaining your responsibilities will pull your team together to complete the task effectively and efficiently with fewer fireworks and explosions.

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Truth

But blessed is the one who trusts
in the LORD, whose confidence
is in him.
Jeremiah 17:7

Individual commitment to a
group effort - that is what makes
a team work, a company work,
a society work, a civilization work.
Vince Lombardi

The way a team plays as a whole
determines its success. You may
have the greatest bunch of
individual stars in the world, but if
they don't play together, the club
won't be worth a dime.
Babe Ruth



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STUDENT Spotlight

Congratulations, Bernie Beck!

We want to recognize students who have successfully passed the PMP® Exam.

Please write a recommendation about our class.

Dr. Mathis supplements the theory with his real-world experiences and he provides scenarios in plain English that is relatable to all students. Anyone can read from a series of PowerPoint slides - Dr. Mathis keeps the flow going and engages the class throughout to keep their collective interest by encouraging interaction throughout.

What was the best thing about the PMP® Exam Prep Boot Camp?

Dr. Mathis' Boot Camp provided both the required knowledge PMP® base and the test taking strategies/methodologies required to pass the PMP® exam.

How do you think the PMP® Certification will help your career?

The PMP® certification will aid me in the future as I aspire to true Project/Program Management roles within the current team or with another team/employer.

What is your favorite food?

Sushi

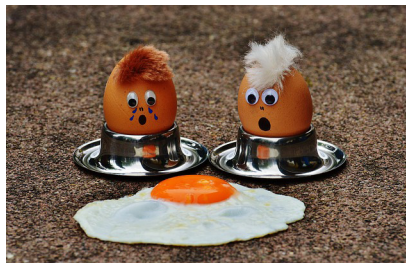
What is your favorite movie?

Shawshank Redemption

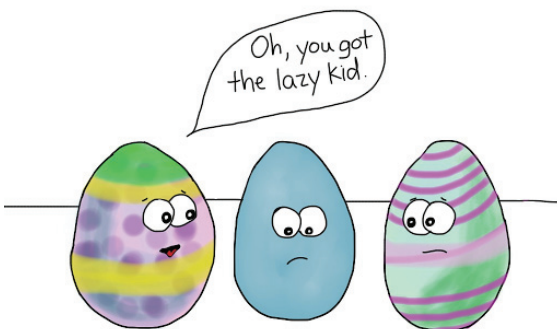
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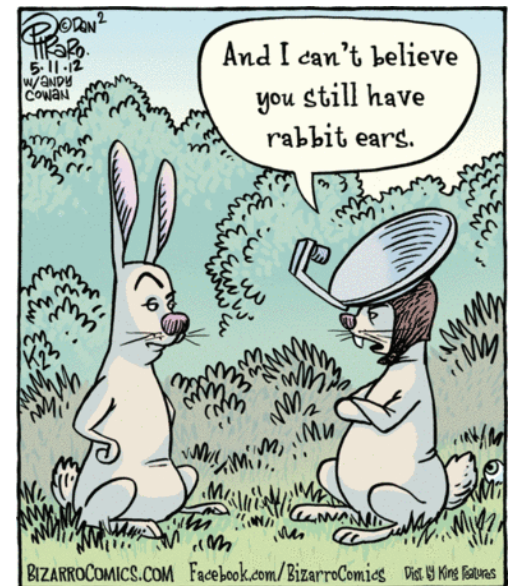
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Dvidshub. "Deployed Troops Reflect on 9/11 during Memorial Ceremony [Image 6 of 8]." Flickr. Yahoo!, 13 Sept. 2011. Web. 04 Mar. 2017

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