



FOR THE TEAM

A DISCUSSION GUIDE FOR TEAMS

FROM THE INSPIRATIONAL STORY OF
SIX-TIME ADVENTURE RACING WORLD CHAMPIONS.
NEW ZEALAND'S TEAM AVAYA

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An Overview

At WinShape Teams, we believe that there is a difference between good teams and great teams. We set out on a quest to find a great team that experiences success time after time. Enter Team Avaya: 6x World Championship Adventure Racing Team from New Zealand.

We traveled to Reunion Island and followed Team Avaya during the 2018 World Championship Adventure Race, where they traversed 250 miles of treacherous terrain by foot, bike, and kayak, in 5 days with only 17 hours of sleep. Some teams were 3 days behind them when Team Avaya crossed the finish line. This is no doubt a high-performing team.

In order to help you create a high-performing team, we developed a step-by-step resource that provides the opportunity to facilitate valuable discussion around the story of this high-performing adventure racing team and how your team can be inspired to become stronger, healthier, and more fulfilled.

**“YOU DO HAVE TO PUT THE
TEAM BEFORE SELF AND
YOU NEED TO BE WILLING TO
ESSENTIALLY WORK HARD
FOR THE TEAM, OR EVEN
HURT FOR THE TEAM.”**

–Nathan Fa’avae
New Zealand Adventure Racing Team

F O R T H E T E A M

HOW TO PREPARE FOR THIS DISCUSSION

While your team is probably not in the adventure racing business, aspiring high-performing teams have much to learn about the manner in which Team Avaya intentionally cultivates a culture of success.

Taking the necessary time for productive self-reflection will be a useful exercise as you clarify the pieces of this video and how they can be most relevant for you and/or your team.

Here are some steps you can take to prepare for your group discussion, which will create more productive conversation:

- Watch the film ahead of your meeting
- Write out your answers to the discussion questions
- Open your mind to hear good and honest feedback from your team members so you can begin taking the steps to building a high-performing team

Access the film at
<https://youtu.be/18UNzsSlKiQ>
or search “For The Team” on YouTube

DISCUSSION:

Remember during this time to be honest with your answers and be sure to encourage team members as they share their thoughts.

1. Define 1-2 specific scenes/quotes/concepts from the documentary that immediately stood out to you – why are they so attention-grabbing?
2. From your perspective, what are the unique elements that make this team great? What are one or two ways you've seen people on our team embody that element?
3. As our team grows and/or changes, what do you think are the key characteristics/traits that make up the core of our team?
4. In what ways could our team be better at creating a culture where team comes before self? What, specifically, could we do to improve?
5. What inspires you as you think about what the upcoming year holds for our team?

- **PROTIP:** Silence means that people are thinking about how to organize their responses meaningfully. Embrace the silence.

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