



# Visual Teams: Graphic Tools for Commitment, Innovation, and High Performance

By David Sibbet

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### Graphic tools and visual solutions for team building and development

*Visual Teams* uses visual tools and methods to help teams—both face-to-face and virtual—reach high performance in today's work environment. As teams become more and more global and distributed, visualization provides an important channel of communication—one that opens up the group's mind to improving work systems and processes by understanding relationships, interconnections, and big picture contexts.

*Visual Teams* shares best practices and uses visualization as a power tool for process improvement by providing teams with a common language for high performance. The book:

- Explores how any kind of team can draw on the principles and practices of creative design teams in the software, architectural, engineering, and information design professions
- Introduces the Drexler/Sibbet Team Performance™ Model and related tools—a system used throughout companies such as Nike, Genentech, Becton Dickinson, Chevron, and others

*Visual Teams* presents a comprehensive framework, best practices, and unique visual tools for becoming an innovative, high-performance team.

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## **Visual Teams: Graphic Tools for Commitment, Innovation, and High Performance** By David Sibbet **Bibliography**

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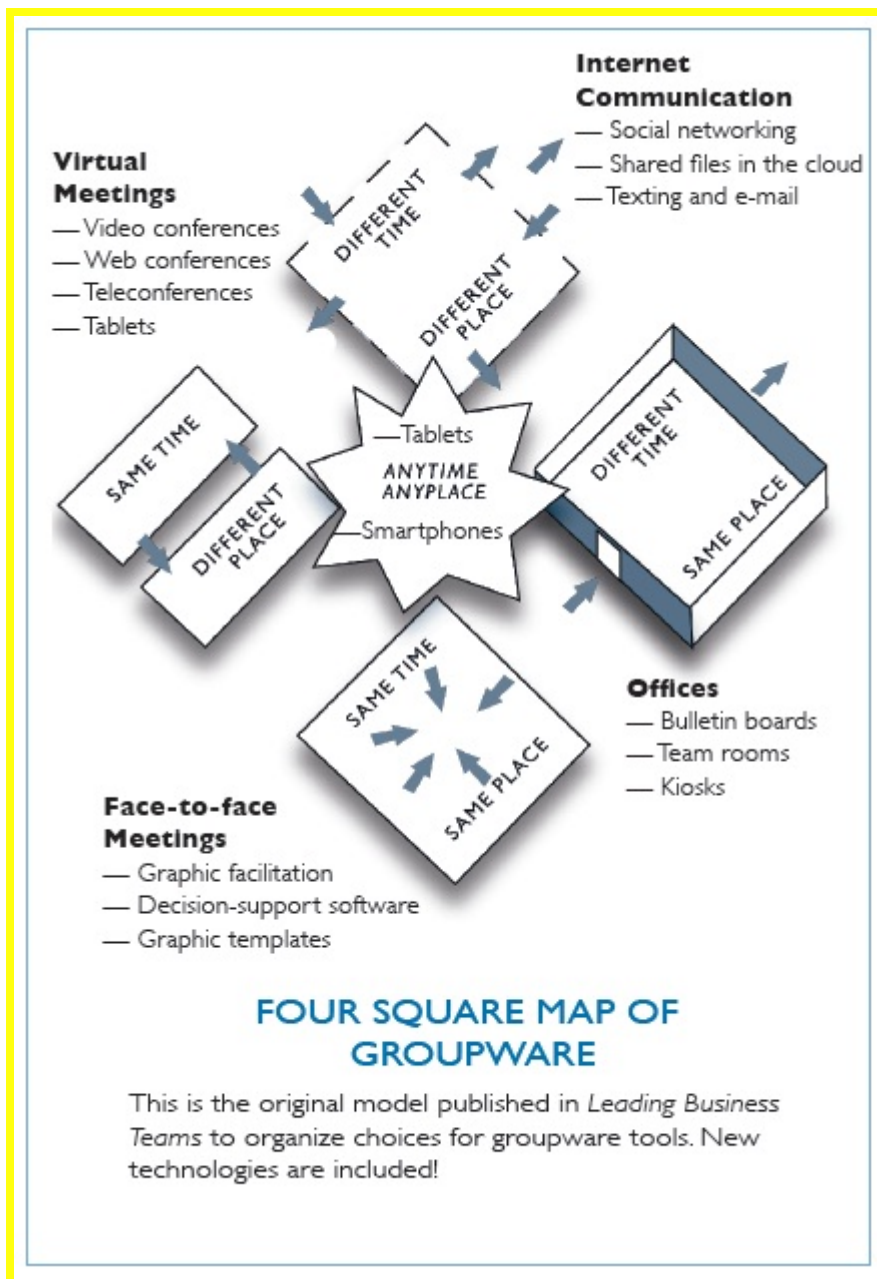
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## Editorial Review

Amazon.com Review

### From the Book: Visual Teams in Meeting Settings



### Same Time/Same Place—Face-to-Face Meetings

The traditional, and historically most familiar way to work as a team, is face-to-face at the same time and in the same place. Many kinds of work groups are still located in the same geographic area or building and can meet together this way. The tools explored in *Visual Teams* for this team mode are:

- Graphic recording on large paper
- Static and interactive whiteboards and multi-touch screens (and walls)
- Computer projection of idea mapping, flow charting, and other software
- Predesigned presentation murals and charts
- Wall and tabletop graphic templates
- Workbooks, worksheets, and handouts
- Sticky-note displays
- Decision-support software for electronic brainstorming, voting, and ranking
- Tablet computers for active graphic recording that is projected

### **Same Time/Different Place —Virtual Meetings**

Increasingly, teams are distributed in different locations, many times all over the world. But they still want to meet at the same time, hearing each other's voices and perhaps seeing themselves on video and looking at shared drawings. Many face-to-face meetings involve a virtual component with several people calling in. Its tools are:

- Teleconferences with target documents
- Web conferences with shared whiteboards and interactive presentations
- Web conferences with active recording on tablets
- Video conferences with telepresence and interactive whiteboards integrated
- Interactive whiteboards and telephones
- Live chat with or without video
- Browser-based decision-support software

### **Different Time—Same Place Meetings**

This brings us back to a physical office or workspace. When teams are collocated they can communicate visually through the physical environment in ways that allow coworkers to see what is going on at different times. These tools include:

- Physical bulletin boards and project-management walls
- Posters
- Posted action plans and road maps
- Team rooms with displays
- Kiosks—physical and electronic

### **Anytime/Anyplace—Social Media and Cloud Computing**

With cameras on smart phones and tablets, wifi and other Internet connects becoming universal, and data access from the cloud expanding exponentially, the “anytime/anyplace” possibility is becoming reality. Some of the tools that specifically make this possible are:

- Texting
- Video and photo sharing
- Teleconferencing on smart phones
- All the above plus drawings on smart tablets
- Coordinating through cloud computing services
- Mobile appliances of increasing variety

## Visualize team plans, processes, and results!

Visualization provides teams with a common language and serves as a powerful tool for improving processes and communicating big picture contexts. Building on the bestseller *Visual Meetings*, *Visual Teams* offers graphic tools and strategies for creating teams and sustaining results, whether you are co-located or spread around the world. This book highlights the Drexler/Sibbet Team Performance Model, a tool used throughout such companies as Nike, Genentech, and Becton, Dickinson and Company. The model is a "map" to creating and sustaining high performance in all kinds of teams.

Some of the most creative teams in business are found in the software, architecture, and information-design professions—and the "design approach" of these teams is the key to their creativity and productivity. *Visual Teams* presents a "design approach" for building and leading an innovative, high-performance team.

"All of us who help teams do systemic, creative work on complex challenges know that it is essential for these teams to make their thinking visible. In this excellent book, visual-thinking pioneer David Sibbet shows us how."

—**Adam Kahane**, Reos Partners author of *Power and Love: A Theory and Practice of Social Change*

"Like David's own graphics, this book layers concrete practices and abstract theories, historical insights, and visions of future possibilities. The book is a master's course in a kind of teamwork that's uniquely suited to our times."

—**Kathi Vian** The Institute for the Future

"David Sibbet is the world's master teacher in graphic facilitation. In this landmark work he is insightful, entertaining and practical as he helps teams, team leaders, and consultants improve team performance by making it visual."

—**Allan Drexler** Quality Team Performance

"David is a pioneer in the field of visual thinking and team effectiveness. In *Visual Teams*, he shares both a hard-won wisdom and the nitty-gritty about what it really takes to ensure that your great ideas prevail."

—**Hilary Austen** professor, consultant, and author of *Artistry Unleashed: A Guide to Pursuing Great Performance in Work and Life*

"Visuals nurture the heart as well as the mind. In *Visual Teams* David brilliantly demonstrates the power of graphics to foster inspiration, alignment, and results—a unique and exciting journey into the joys and challenges of teamwork."

—**Meryem Le Saget** Meryem Le Saget Consulting, Paris

### About the Author

**DAVID SIBBET** is a world leader in the area of graphic facilitation and visual thinking for groups. He is the founder and president of The Grove Consultants International, a company whose leading-edge group-process tools and services for panoramic visualization, graphic facilitation, team leadership, and organizational transformation are used by consultants and organizations around the world. Sibbet has been the visual cartographer for the TED conference, and is the recipient of the OD Network Members Award for Creative Contribution to the field of organizational development.

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**Mark Gatling:**

What do you regarding book? It is not important along with you? Or just adding material if you want something to explain what you problem? How about your spare time? Or are you busy particular person? If you don't have spare time to try and do others business, it is make one feel bored faster. And you have time? What did you do? All people has many questions above. The doctor has to answer that question due to the fact just their can do this. It said that about e-book. Book is familiar in each person. Yes, it is correct. Because start from on jardín de infancia until university need this Visual Teams: Graphic Tools for Commitment, Innovation, and High Performance to read.

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**Craig Chivers:**

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