



Winning Teams by **TLC**

**DOLE LEADERSHIP RETREAT February 2024**  
**"TEAM EFFECTIVENESS: What Winning Teams Do Differently"**



**The Leets Consortium**  
*Global Leader in Talent Development and Leadership Coaching*



## **WHY DOLE?**

Keep your reasons “front and center”

## **ENJOY MOST?**

Life is short...appreciate what you enjoy!

## **SUPPORT EACH OTHER'S 2024 PERSONAL GOALS**

**More work-life balance**

**Healthy Lifestyle...better food choices**

**Exercise, hiking**

**Stress management**

**Resilience**

**Mindfulness**

**Travel**


**Time with family**



# **2024 US Leadership Team**



**IT'S ABOUT YOU**



**Dream big, stay positive, work hard and enjoy the journey.**

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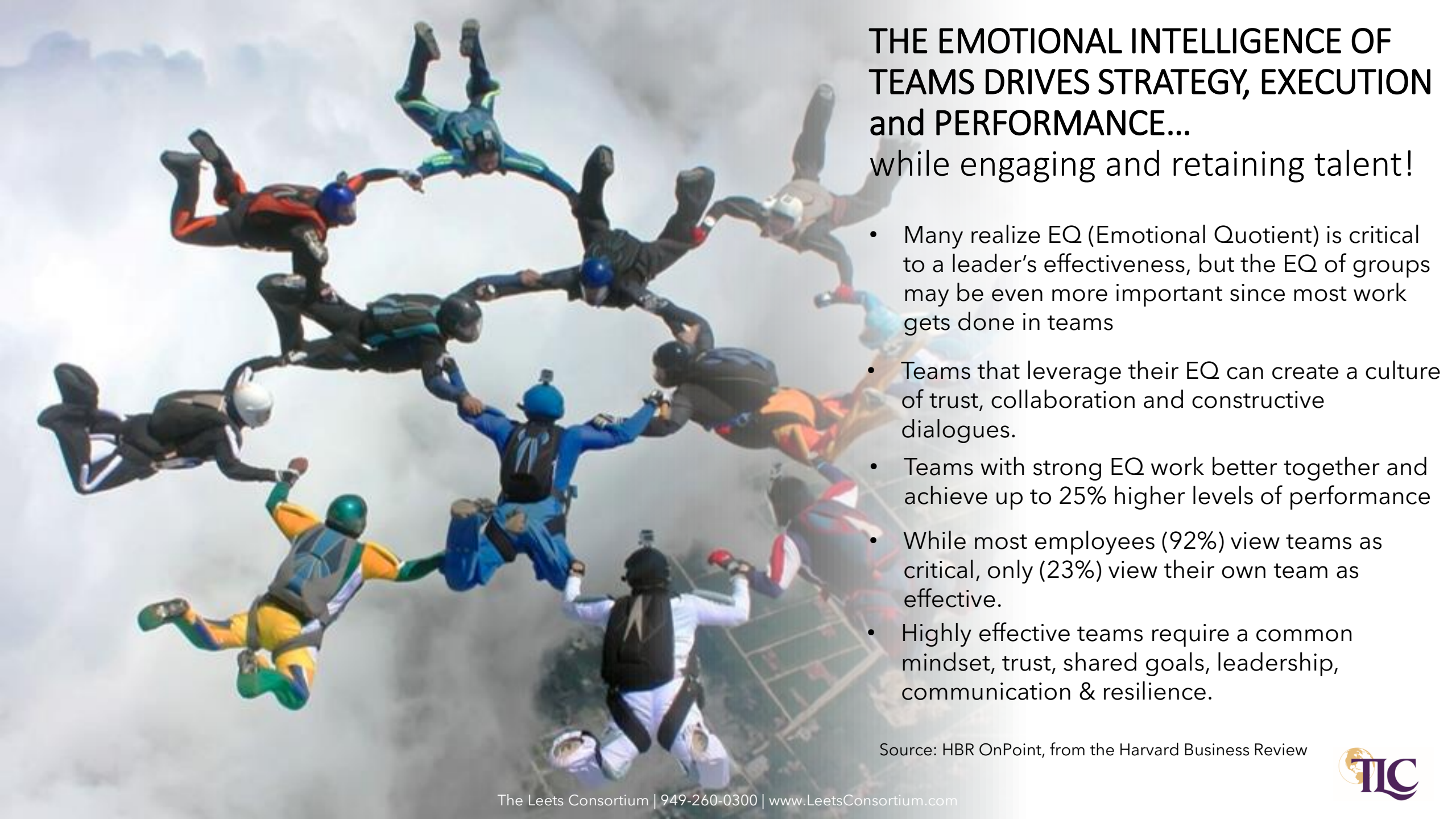
**How we communicate, collaborate influence and interact with emotional intelligence is critical for success in today's complex, highly competitive, cross-functional, dynamic and ever-changing business landscape.**



Empathy might be today's most important leadership skill!

It has a positive impact on everything from influence, to innovation to retention to leading change

and...it also drives significant business results!

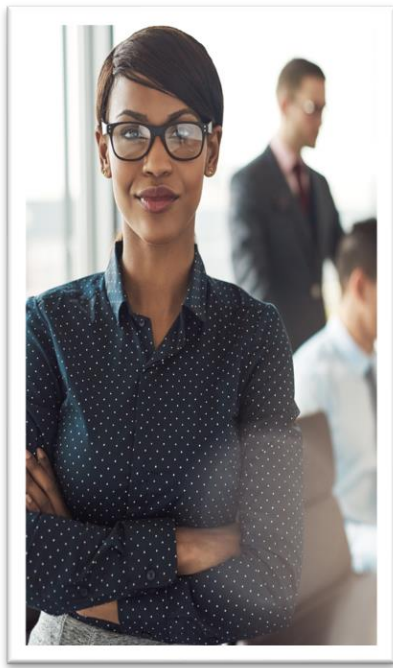


# THE EMOTIONAL INTELLIGENCE OF TEAMS DRIVES STRATEGY, EXECUTION and PERFORMANCE...

while engaging and retaining talent!

- Many realize EQ (Emotional Quotient) is critical to a leader's effectiveness, but the EQ of groups may be even more important since most work gets done in teams
- Teams that leverage their EQ can create a culture of trust, collaboration and constructive dialogues.
- Teams with strong EQ work better together and achieve up to 25% higher levels of performance
- While most employees (92%) view teams as critical, only (23%) view their own team as effective.
- Highly effective teams require a common mindset, trust, shared goals, leadership, communication & resilience.

Source: HBR OnPoint, from the Harvard Business Review



TEAM LEADERS (the “boss”) are the single most important factor contributing to engagement, retention, & team performance...estimated at 60-70%!

Effective teams are the HEART of successful organizations, focused on shared goals and allowing each team member to contribute their talents effectively to support the success of the team.

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WHAT HIGH  
PERFORMING  
TEAMS DO  
DIFFERENTLY

- Align on vision, strategies, priorities & messaging with “enterprise focus.”
- Understand when, what & how everyone will contribute to strategic plans.
- Clarify responsibilities, accountability, expectations and timelines.
- Create a culture to engage, motivate, and retain the right people.
- Develop and empower talent, organize structures that get results.
- Create processes, policies and procedures to support enterprise success.
- Demonstrate trust, “safety”, support and maintain confidentiality.
- Communicate honestly, with transparency, good and bad, in a timely way.



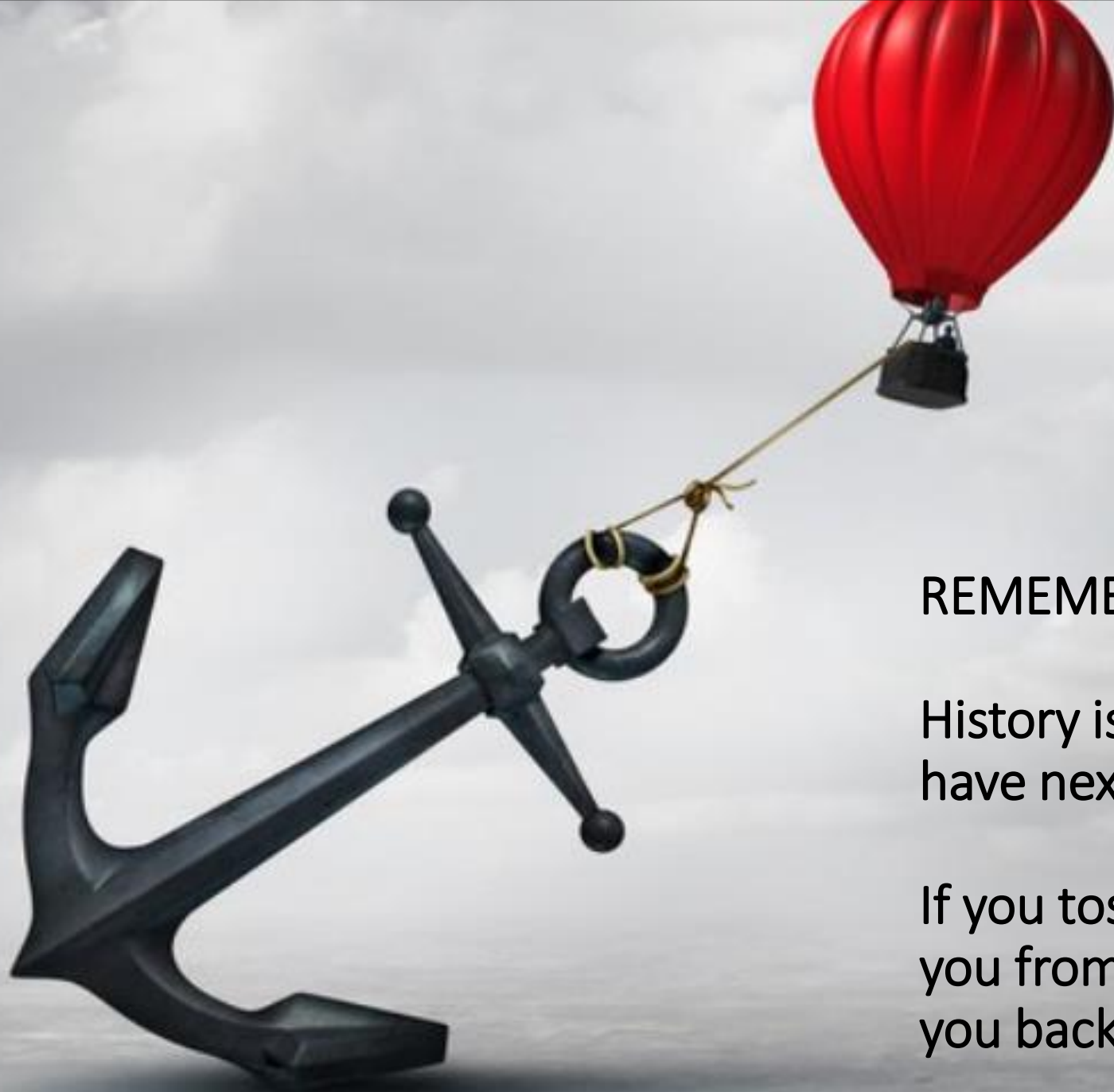


- Include and leverage the talent and experience of all team members
- Influence thoughtfully with empathy, respecting the priorities & concerns of others
- Overcome barriers to success and resolve conflict & differences of opinion.
- Collaborate & innovate with openness, inclusion, respect and encouragement.

WHAT HIGH  
PERFORMING  
TEAMS DO  
DIFFERENTLY

- Lead change With Resilience, Positivity and Confidence.
- Commit to performance and drive results leveraging “Leadership EQ”
- Keep culture & the “employee experience” in focus: engage, motivate, retain talent.





REMEMBER...

History is like an anchor...good to have next to you in the boat.

If you toss it overboard , it will stop you from moving forward, and hold you back.

The question isn't  
who is going to let me;  
it's who is going to stop me.

Ayn Rand



The logo features the letters 'TIC' in a dark purple, serif font. The letter 'I' is partially obscured by a golden globe showing the Americas. Below 'TIC' is the year '2024' in a large, bold, golden sans-serif font.

**TIC**  
**2024**

**Helping organizations succeed...  
one leader at a time!**