

UNLEASHING SUSTAINABLE GREATNESS

THE
SHIFT
FROM
ME
TO
TEAM

FRITZ SEYFERTH

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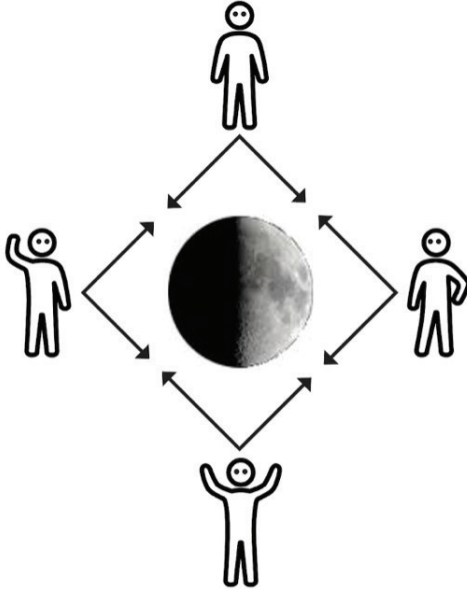
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For more information about *The Shift from Me to We*,
FS/A, and Fritz Seyferth

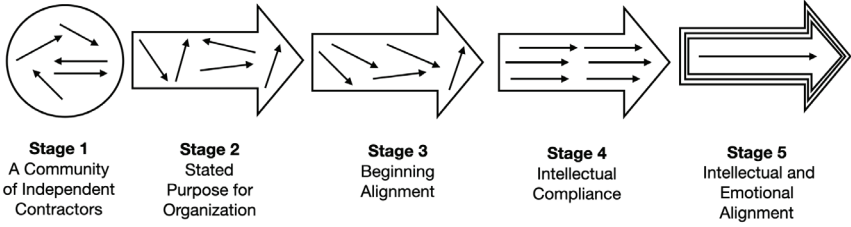


Contributing Our Perspective, Not the Answer

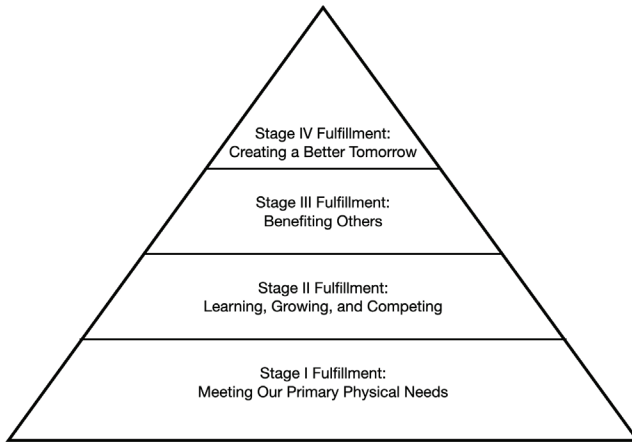




Stages of Organizational Flow



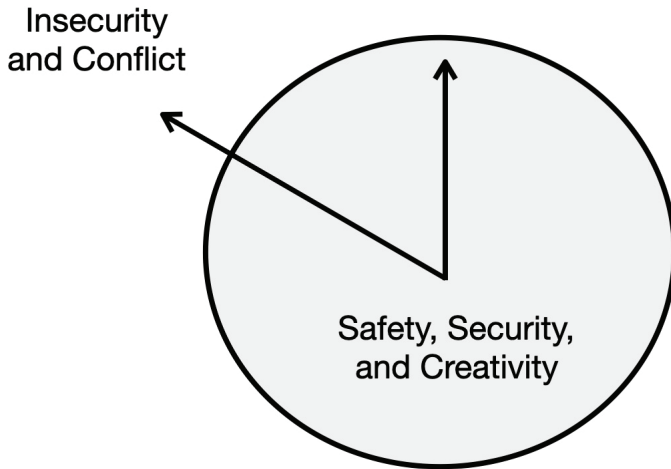
The Four Stages of Development



Popular Guiding Principles

Abundance	Fairness	Mentoring
Adaptable	Family	Openness
Authenticity	Flexible	Persistence
Balance	Fun	Positivity
Beauty	Generosity	Professional
Caring	Genuineness	Reliable
Collaboration	Growing	Resilient
Commitment	Honesty	Respect
Compassion	Humility	Responsibility
Courage	Innovation	Responsiveness
Creativity	Integrity	Team/Teamwork
Dedication	Kindness	Transparency
Determination	Learning	Trust
Empathy	Loyalty	
Entrepreneurship	Love	

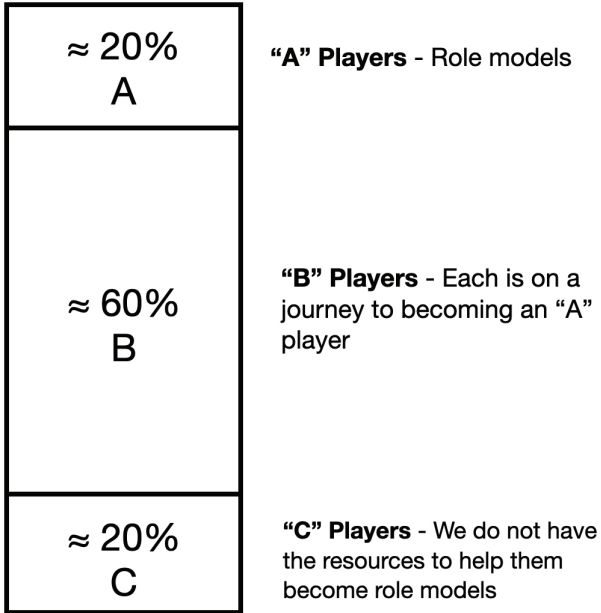
Our Need for Boundaries



Here we are, with President Ford wearing a name tag! He had printed the name tag himself, and it said “Jerry Ford”— not “President Ford” or “Gerald Ford.” He was just one of us.

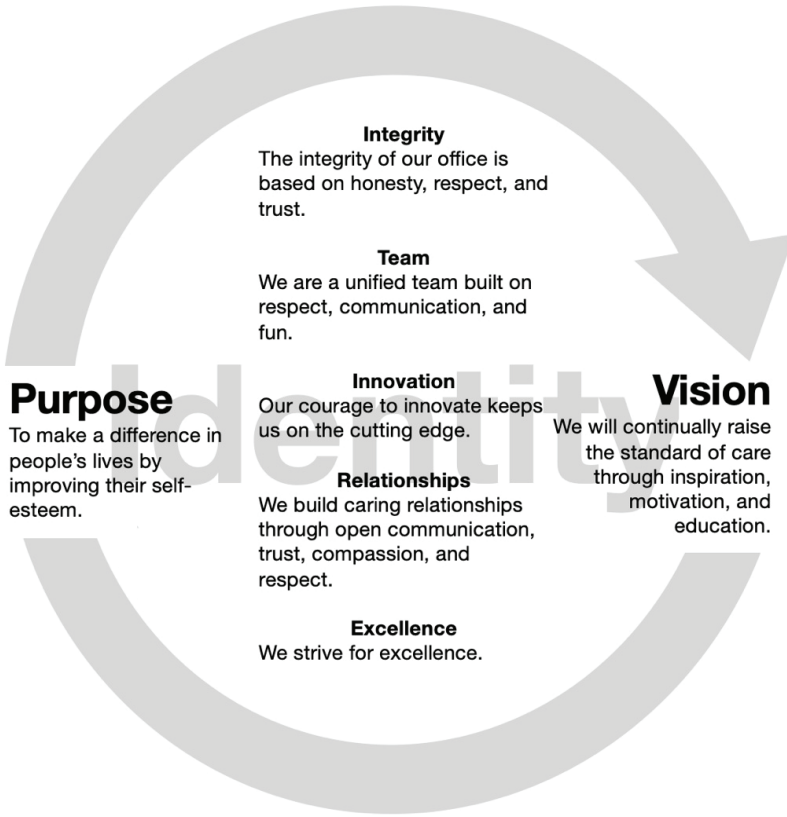


Natural Fit Ratio





A Client's Creative Representation of Core Identity



Telling Our Story

Who are we when at our best?

Use the Power of Storytelling

Storytelling has been a defining feature of humanity since the beginning of time. Stories help us explain ourselves and understand others. The stories we tell about our organization—and that others tell about us—share our brand, our culture, our identity.

Share Stories of What You Look Like at Your Best

Create a reinforcing discipline in your organization: Start every meeting with one story of what the organization has looked like at its best recently.

As the team members share stories, identify key components of your identity, for example:

- What is your Purpose? Is it consistent with Stage III Fulfillment (Benefiting Others)?
- What are your Guiding Principles? Are they helping you perform at your best and move forward effectively?

This may start slowly, but it will build over time and become one of the most powerful tools you possess. It will help you make faster and better decisions as you move forward honoring what you look like when at your best. Your culture will begin synthesizing naturally around the pictures being created from the stories. You may be surprised by the commonality you find in the most energized stories from all levels of the organization. Over time, you will surface the Foundation of Greatness that you can formalize with words supported by many stories of what you look like when at your best.

Committee Development

Organizational Core Identity Implementation

Who are we when at our best?

The committees will address these questions, based upon the clarified Vision, Purpose, and Guiding Principles for your organization:

1. What **objective key metrics** would provide an organizational dashboard on success?
2. What **critical success factors** would ensure the desired culture is honored?
3. What **critical failure factors** could undermine honoring the desired culture?

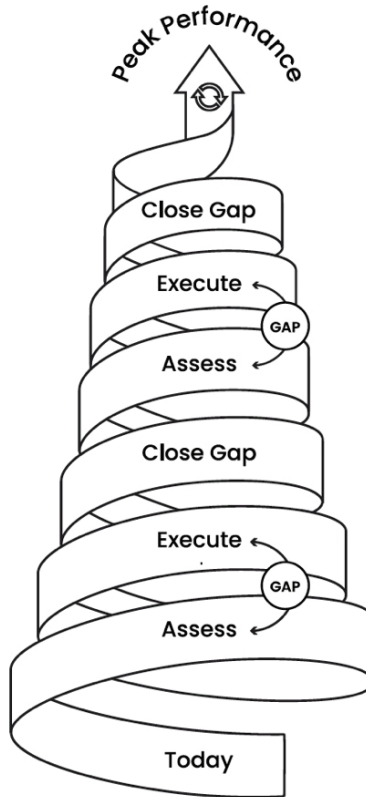
Suggested committees composed of diverse members of the organization

<p>Culture Committee</p> <p>Fosters organizational culture alignment</p>	<p>Roll Out Committee</p> <p>Designs kickoff celebration of clarified Core Identity</p>
<p>Rewards and Recognition Committee</p> <p>Aligns rewards with Core Identity</p>	<p>Communications Committee</p> <p>Communicates about the clarified Core Identity</p>
<p>Hiring and Retention Committee</p> <p>Ensures Culture Fit</p>	<p>Disciplined Strategic Planning Committee</p> <p>Ensures progress towards Vision</p>

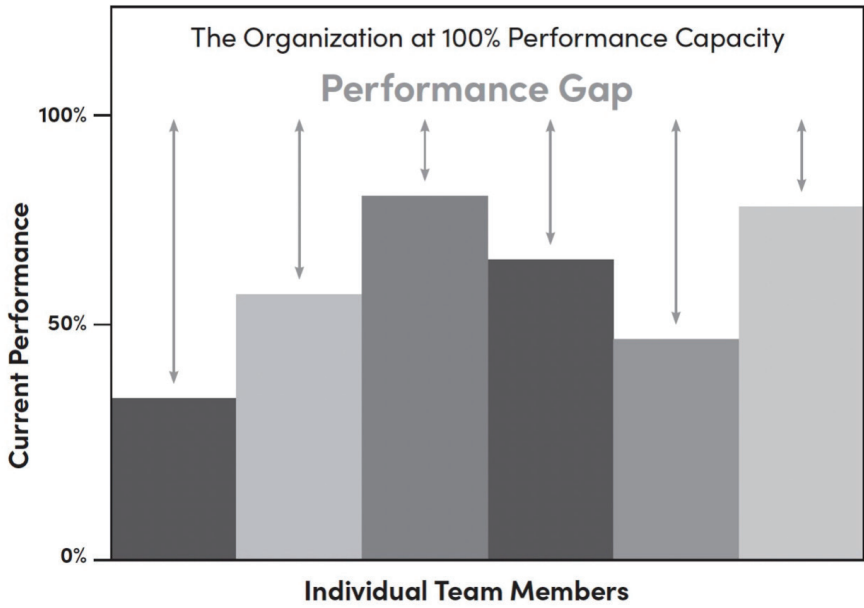
Peak Performance Equation for Individuals

$$\text{Peak Performance} = \text{Organizational Culture Fit} + \text{Job Competency Fit} + \text{Job Behavior Fit}$$

Peak Performance Growth Spiral



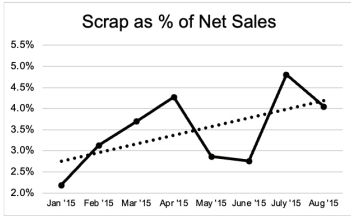
Closing the Performance Gap



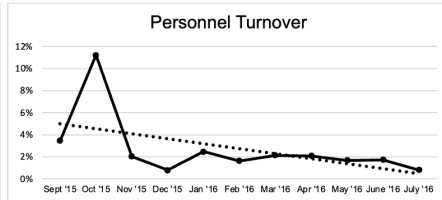
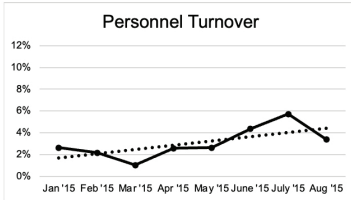
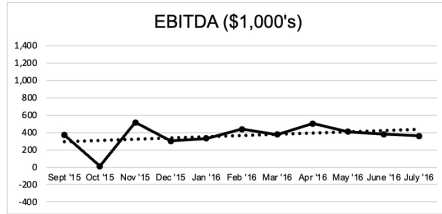
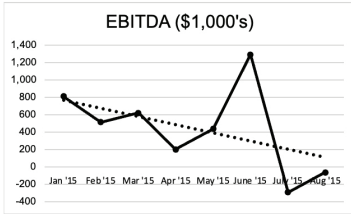
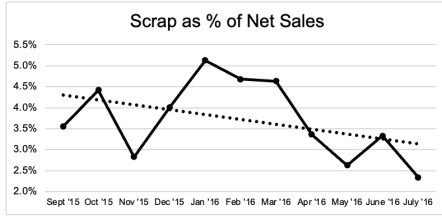
Key Performance Indicators for a Manufacturing Company

The impact of improved organizational alignment

Before Culture Clarification

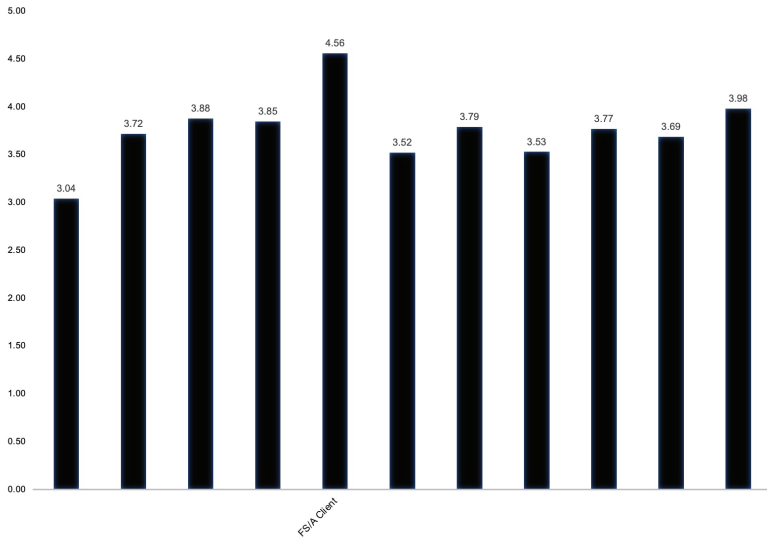


After Culture Clarification

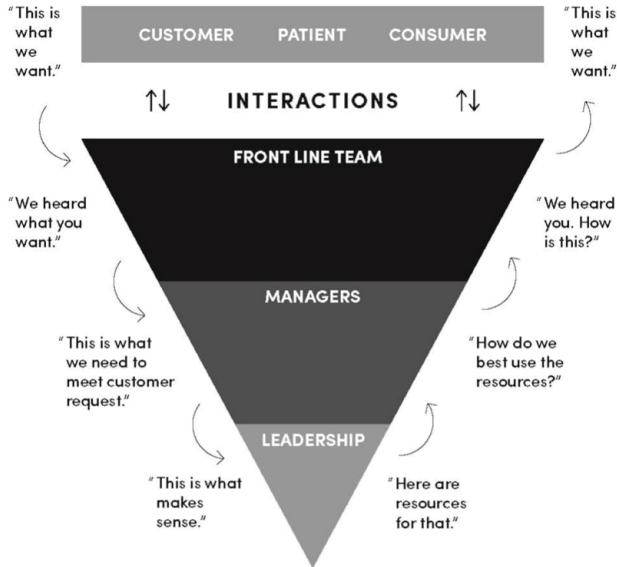


Hospital Department Employee Engagement Ratings

FS/A was hired to help a struggling department gain its footing, and the results were exemplary.



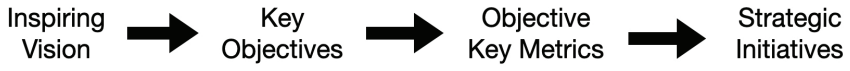
INVERTED LEADERSHIP PYRAMID



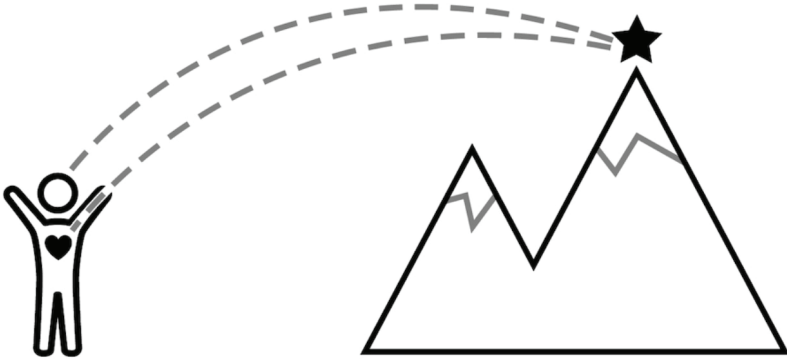
BENEFITS:

- OWNERSHIP AT IMPACT
- INTRINSIC ENERGY ENGAGEMENT
- PRODUCT IMPROVEMENT

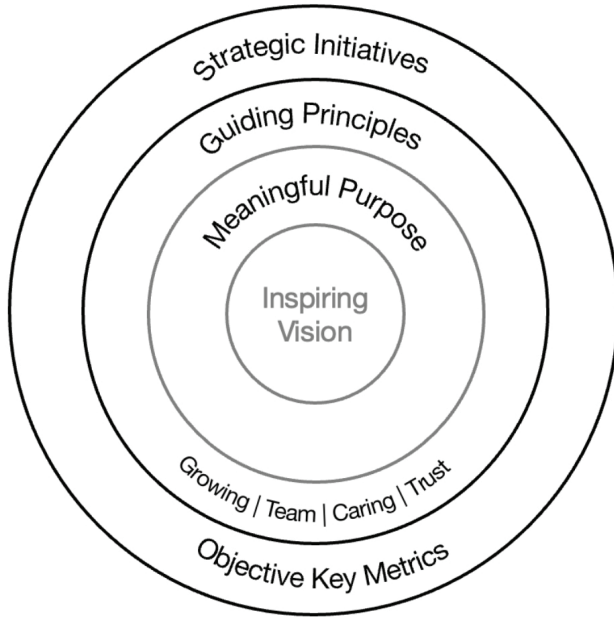
Dynamic Strategic Planning



Compelling Vision



Peak Performance



APPENDIXES



Appendix A: Extraordinary Teams Survey: Beyond High Performance

Adapted from works by organizational change consultants Shawn Quinn and Don Mroz

Rate your feeling on a scale of 1–5 with 1 being poor and 5 being great. Your response will be confidential; we appreciate openness.

1. _____ We have a clear purpose.
 2. _____ We actively and consciously look for the positive in what we are doing.
 3. _____ We celebrate success regularly.
 4. _____ We seek to understand what created the successes we have had as a team.
 5. _____ We hold each other accountable for producing results that will move us toward our purpose.
-
1. _____ I understand how what I do affects the team's Purpose.
 2. _____ I feel comfortable sharing ideas with the team.

3. _____ I feel risk-taking is encouraged on this team.
4. _____ I feel valued as a part of this team.
5. _____ I am regularly encouraged to come up with new ways to do my job.
6. _____ I have a chance to share what I have learned as part of my job with the team.
7. _____ I know my role on the team.
8. _____ I have passion for what I am doing.
9. _____ I am known for my strengths and allowed to use them.

Appendix B: Peak Performance Assessment Template

Peak Performance Assessment for _____

Peak Performance = Culture Fit + Competency Fit + Behavior Fit

Please rate your team member on each component of the Peak Performance Evaluation. Please provide real examples exemplifying the rating given to create the most accurate, effective picture possible for the team member. Please add an Objective Key Metric (OKM) for each, if possible.

Ratings: 1–10, with 1 = does not fit at all; 5 = fits, as much as does not fit; 10 = perfect fit **OR** A = Role Model; B = Can become a Role Model; C = Unlikely to become a Role Model

Organizational Culture Fit

Purpose Alignment *OKM* _____ Rating: _____

Purpose _____

Examples _____

Vision Alignment *OKM* _____ Rating: _____

Vision _____

Examples _____

Core Values Alignment

Core Value A Alignment *OKM* _____ Rating: _____

Core Value A _____

Examples _____

Core Value B Alignment *OKM* _____ Rating: _____

Core Value B _____

Examples _____

Core Value C Alignment *OKM* _____ Rating: _____

Core Value C _____

Examples _____

Core Value D Alignment *OKM* _____ Rating: _____

Core Value D _____

Examples _____

Core Value E Alignment OKM _____ Rating: _____

Core Value E _____

Examples _____

Job Competency Fit

Natural Talents Needed (list and rate each)

OKM _____

Natural Talent Needed	Rating	Examples that support the scoring

Learned Skills Needed (list and rate each)

OKM _____

Learned Skills Needed	Rating	Examples that support the scoring

Knowledge Needed (list and rate each)

OKM _____

Knowledge Needed	Rating	Examples that support the scoring

Job Behavior Fit

Purposeful Behaviors *OKM* _____ Rating: _____

Examples _____

Positive Energy *OKM* _____ Rating: _____

Examples _____

Passion for the Job *OKM* _____ Rating: _____

Examples _____

Appendix C: Resources for the Reader

Center for Positive Organizations, University of Michigan Ross School of Business

“The Center for Positive Organizations is dedicated to building a better world through the science and practice of thriving organizations.”

<https://positiveorgs.bus.umich.edu/an-introduction/>

Everybody Matters

“We’re showing what’s possible at the intersection of great business strategy and profound care for people.”

<https://www.barrywehmiller.com/home>

WorkLife with Adam Grant (podcast)

“Organizational psychologist Adam Grant takes you inside some truly unusual places, where they’ve figured out how to make work not suck.”

<https://adamgrant.net/podcast/>

Simon Sinek

“We’re here to provide you with the tools to inspire every single member of your team.”

<https://simonsinek.com/all-things-business/>

Jon Gordon

“Inspiring people and organizations to work with more vision, passion, positivity, and purpose.”

<https://jongordon.com/books/>

The Knowledge Project with Shane Parish (podcast)

“We interview world-class doers and thinkers so you can better analyze problems, seize opportunities, and master decision-making.”

<https://fs.blog/knowledge-project-podcast/>

ABOUT THE AUTHOR



For more than twenty years, Fritz Seyferth and his team at FS/A have been helping organizations access their untapped potential, paving the way for achieving consistent, sustainable Peak Performance. By combining a systems engineering mindset with a deep understanding of human motivation, Fritz shares how a meaningful life is enhanced when we partner with like-minded people who make the shift from *me* to *team*.

Fritz learned early in life to be flexible and open to change, and to understand there are many ways to succeed: He lived in seven cities in five states before starting kindergarten in Covina, CA, and then moved to Swarthmore, PA, before settling in Darien, CT, where he finished high school.

Understanding how things work—and taking them apart and putting them back together to work even better—has always been a fascination for Fritz, whether it is a bicycle, plant layout, or organization.

He was fortunate to compete at the highest levels in college, as a professional athlete, and in business. His more than forty-year study of leadership and exceptional teams has provided an intimate understanding of the principles and disciplines found in the most successful leaders and organizations.

These experiences comprise the foundation for his deep understanding of exceptional leaders and the strategies for consistently surpassing expectations:

- playing football and earning his Industrial/Operations Engineering degree at the University of Michigan
- playing professional football for the New York Football Giants and Calgary Stampeders
- attending night school at four universities to earn his MBA
- working as a consultant with BF Goodrich in Akron, Ohio, and Arthur Young & Co. in New York City
- holding leadership positions, including Executive Associate Athletic Director, for twenty-one years in the University of Michigan Athletic Department
- creating a Tier-2 automotive manufacturing company and a biotech company
- leading the FS/A Team Building/Leadership Development practice

In Fritz's long-term commitment to the Ann Arbor area, he has supported thirteen non-profit boards and many for-profit boards, and he has built a reputation as a confidant with unquestioned trust and commitment to those who serve others.

Outside of his coaching practice and being with family, Fritz's passions are woodworking, being out-of-doors hiking, rowing the Huron River, mountain biking, road biking, snow skiing, and all activities on the water with the grandkids at the family summer home in Traverse City, Michigan.

Fritz resides in Ann Arbor with his wife, Lynn, and cherishes his relationships with his three children and twelve grandchildren.

THE SHIFT FROM ME TO TEAM

UNLEASHING SUSTAINABLE GREATNESS

We all want to be valued and provided the opportunity to make a contribution. Individually and collectively, we possess a capacity for greatness that is too often unrealized. In an organization, it is our team members—the human capital—who can optimize assets for the benefit of all. Any organization, regardless of size, can tap into this potential for positive, sustainable success. In *The Shift from Me to Team*, Fritz Seyferth shares how leaders can shift from a *me* mindset to a *team* mindset to achieve sustainable success and create a culture where all can thrive.

There is a natural flow to life when we honor human nature. This tenet guides Fritz Seyferth and FS/A in their transformational work, aiding leaders and their organizations in realizing sustainable Peak Performance.

A lifetime of experiences—from playing football for the University of Michigan to leading teams to unprecedented success, and ultimately to helping leaders realize who they were meant to be—continues to motivate Fritz on his personal growth journey. He is honored to be the confidant leaders turn to in challenging times.

Living in Ann Arbor and being affiliated with the University of Michigan and its vast resources has been a blessing: It has enabled Fritz and FS/A to aid leaders and organizations in becoming their best selves for a sustainable future.



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