



It's sometimes awkward. Your strong team members can seem like super stars. Yet, you know that they can overpower and over shadow your less forceful ones. And you know that your quieter ones have a lot to offer if only they would speak up... How can you get them to contribute to the debate so that your team's decisions are more robust?

This is a common issue on many teams, and if not addressed, can weaken your entire team and put your project at risk.

Read on for ways to adjust this dynamic and learn tools to help you become a better team leader.

To your success,  
Bill & Esther.

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## Tools for Change

### [How Effective is Your Team](#)

This one-page quiz will help you as a leader pinpoint what is and isn't working on your team.

[Download worksheet>>](#)

## How we help

### [Team Conflict Resolution Service](#)

Sometimes a conflict between two people that poisons the work of the whole team. Or it could be a conflict that is really "owned" by the whole team. We offer a facilitated process to identify the causes of the conflict and have those involved work through to a mutually satisfactory outcome.

[Learn more about this service >>](#)

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**THE Intentional TEAM**



## Making Decisions

Intentionals are short, actionable tips for team performance.

Your monthly Intentional:

How well do decisions get made on your team? Is it clear when you are discussing an issue how the decision will be made? Is it consensus? Is it discussion followed by the leader making the decision? Does it need to be unanimous? Intentional Teams first decide how to decide.

[Learn more about Intentional Teams >>](#)



## Strong Over Weak

You know this happens on your team.

The louder and stronger personalities overwhelm the quieter ones.

This isn't good - read on for tips on how to fix the situation.

[Click for full article >>](#)

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## Feel Safe to Speak Up

Your stronger members will always speak up.

Is this so? Being an outgoing personality doesn't always equate with being able to speak up about difficult problems that could damage the team.

Learn how to establish an emotionally safe meeting so your team can produce the results your company needs.

[Click through to read full article >>](#)

