Summary to assist in answering questions,

Identifying Your Beliefs

Leaders who succeed in building a TPOV or implementing change in an organization are the ones who recognize the importance of building a team at the top. To get inputs from the team and help the team change collectively, a leader should follow the following steps:

* **Concepts**: Frame the issues for the team. Give them the conceptual framework on how to think about business ideas, values, emotional energy, and edge.
* **Benchmark**: Share benchmark examples of other leaders. Elicit benchmarks from the team as well.
* **Individual written work**: Ask the team members to commit their thoughts in writing before opening a dialogue. This maximizes diversity of ideas.
* **Group sharing and debate**: Conduct an open discussion to encourage diverse work to come out and to generate new thoughts.
* **Final decisions**: Exercise your power to bring the discussion to a closure. Make the summary of what gets decided with as much consensus as possible. However, the final call is yours as a leader.

An effective method to build team commitment is to plan an event. Prepare for an event for building team commitment. In the plan: