FEAT. our very own superhero
Dilectio today and tomorrow

At the beginning there were 21, now there is 14 and after Team-Academy there will be only one.

Choosing to do something happens in cycles: spotting the problem, making the choice and acting according to it. This was the case with Pekka, former member of Dilectio: At first we spotted the problem: Pekka wasn’t part of the team. After a hard journey we chose to continue with only 14 members. After that we acted and Pekka was fired. Everyday we have to make choices that determine our path in the future. Leading thoughts work as a foundation for our everyday actions, which shows as grasping opportunities and jumping into different things. Previously we have just hyped “MYM” (trip-around-the-world) and forgotten the personal dreams of our teammates. Our vision has just been “MYM” and we haven’t thought or discussed about someday being a “top team” or what we would like to be after Team-Academy. But life is still going to continue after 3,5 years as a team entrepreneur and many things are just getting started. Choices we make now will affect the way our future will form. For whatever a man is sowing, this he will also reap.

Part of our team feels that “MYM” has become a necessity instead of being a reward for our common adventures at the Team-Academy. This particular trip is the thing to test our development, the real goal. Everyone has to be committed to the vision and no-one can be forced to do that. We see “MYM” as a mere buildingblock, not as a part of the whole entity. (systemthinking).

“By dividing an elephant in half, you wont create two small elephants.” – Peter Senge-

At the moment we aren’touching the members of our team towards personal best, we are just trying to make everyone identical. We aren’t taking dreams and personal visions seriously enough, we don’t dismiss them but on the other hand we don’t support them enough either. By this we mean that we haven’t discussed about our future dreams and visions after Team-Academy. Training session about those subjects has been on the “to-do-list” but we haven’t really taken the time to clarify personal visions. Maybe this will happen in Dublin?

“ Personal mastery is the discipline of continually clarifying and deepening our personal vision, of focusing our energies, of developing patience, and of seeing reality objectively.” - Peter Senge-

We focus on the negative things and create conflicts for the smallest of reasons. We give a lot of feedback, but we haven’t completely realised the meaning of constructive one. Pacus sandwich model of giving feedback has become familiar to everyone and in this we can see Pacus personal development.

Ousuuskunta Dilectio (www.dilectio.fi)
Pippukatu 3 www.tiimiakatemia.net
40100 Jyväskylä Y-tunnus 2060431-1
"Small changes can give birth to great results." – Peter Senge-

We will start to focus more on the way we give feedback. We would like to give also some positive feedback. We give a lot of "negative" feedback (constructive feedback in a form of criticism.) But we still can’t have a feedback conversation without defence reactions rising up from the participants.

"Today’s problems rise from the yesterday’s solutions" – Petre Senge-

Still, we have improved in the art of feedback. We know each other so well that there isn’t so many misunderstandings anymore. We can work through conflicts more precisely and not just scratch the surface. We can watch our development more widely, i.e. financial planning. We do strategies for our team company and plan our actions- among other things our leaders plan the biannual balanced scorecard checkout goals.

Team learning

Dialogue has improved so that we are much better at balancing questions and answers. There is still some development to be done at giving feedback. Either we can’t give constructive feedback in a right way, or the person receiving the feedback takes it too easily as a personal critic. For the giving and receiving feedback to improve we must know each other even better than before. We learn from one another and focus more on projects and on the things important for the team.

Shared vision is important for the learning organization because it gives the focus and the energy for the learning. Productive learning can only happen when people pursue things or dreams important to them. To this day we have thought “MYM” as an obvious goal and we haven’t created our team any other goals and visions to aim for. Our common vision should consist of everyone’s personal goals and dreams.

Osuuskunta Dilectio

Piippukatu 3
40100 Jyväskylä

(www.dilectio.fi)

www.tiimiakatemia.net

Y-tunnus 2060431-1
As we give birth to our own vision we must focus on the dreams and goals of others in order to better see and understand actions of teammates in a long run- where this all will take us. We are yet unable to manage our strengths effectively in our team. When we are better aware of each others goals we will be able to help and motivate teammates towards those goals through learning.

Systemthinking

In teamcompany actions of one affect all others as well. Every member of the teamcompany should examine working in a team holistically: if I do this, how will others react. Because everything, words, actions, promises, sensed attitudes etc. affects everything, everyone should once in a while stop and think about how individual actions move team forward. Improvement of teamcompany is a sum of effort put in by teammates. Everyone has to make an effort for example customers and “MYM”, so that the team can develop as a company and a learning ground.

In its action Dilectio has improved from the “last ditch effort”-tactic towards systematic actions. Our problem solving skills have improved massively in past two years. Structure of teamlearning has shades started to reveal itself to us: All the problems in a teamcompany can not be solved through linear cause-action model and speakin straight. Part of the challenges will solve as the time goes by- process can’t always be made faster. Sometimes it is better to just “re-schedule” problem to a different time when it occurs. Often we have found a solution to a challenging situation when we have had the time to think about it. Before the problem can be solved, everyone in the teamcompany has to diagnose it as a problem. If only a part of the team feels the need for change, it’s difficult to speed up the process. → whole team has to feel the need for change in order to change the situation. Structure of the teamcompany is dynamically complex. ☺
Managing a teamcompany is challenging and complicating thing. Team-Academy offers a brilliant place to practice leading a team of different individuals. In Team-Academy it is the goal of the teamcompany to make individuals to commit to the common goal, “MYM”- Easy to say! Developmental line of Dilectio as a team has offered many changing situations to its leaders. Dilectio has a high-end leadership culture. We still can’t use so called leverages to solve problems. As a future thing of improvement we see using the different roles and “gamepositions” as a leverage (besides leaders, “jory”). Development of Dilectio looks promising: soon we will be able to face challenges and solve them effectively and still maintain the good spirit of working.

Development of our team was long hold back by the dilemma of Pekka. We postponed the solution for almost two years. Of course we didn’t want to fire anyone from our team, but no matter how much we tried to make Pekka share the same thoughts and visions that we other 14 had, we just couldn’t make things work anymore. On the spring of 2008 we made the solution and Dilectio continued as 14-member teamcompany. Even though we had made a good steady overcome through whole second year, we still didn’t believe in Dilectio as a team before the spring and the big decision. On the spring of 2008 it was the first time that we had the courage to award ourselves and be satisfied of our actions. Satisfaction came after a slight delay. It seems like our development has jumped from penguin-level to the third year level. But still when we set our revenue goal for the year 2008, we were bit scared to set a big goal and so we placed the save and surely realistic 85000 euros goal. Now we have stepped up the pace and the new revenue goal is 120 000 euros!

Soon Dilectio will have new leaders and new goals. The next year will be more interesting than any that we have yet had the privilege to experience as a teamcompany. It will be a challenging but still rewarding year, and surely everyone will learn great things. We have some big projects coming, like Aivomyrsky and ignition, and we all hope best for them. Also the “MYM” is coming more real every minute, and even though it probably isn’t so important to all, it is still going to be a great journey for those who go the distance to make it there.