

A close-up photograph of two hands shaking in a firm grip. The hand on the left is dark-skinned, and the hand on the right is light-skinned. The background is a textured, light-colored surface. The text 'Partnership' is overlaid in white, centered over the hands.

# Partnership

Teamwork on the Fly



# Tracy Rekart

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- Mountain person –
  - 28 years of practice
  - climber, skier, biker, hiker, mountaineer, alpinist, recovering ice climber...
- Leadership and Organizational Culture Coach and Consultant
  - 17 years of practice
- Mother/ Partner/ Daughter/ Sister/ Friend
  - A lifetime of failure and success
- Community Member
  - A lifetime of risking in relationship



# Team / Partnership

A stable,  
bounded,  
reasonably small  
group of people  
who are  
interdependent in  
achieving a shared  
outcome.

Amy Edmonson



# Teamwork Conversation – Groups of Three

- Rotating timekeeper
  - I will broadcast a “begin now” and “switch” message.
- One person speaks their answers for one minute.
- No comments, questions, or paraphrasing – simply listen.
- Then switch.

At the Mountaineers....

1. What does interdependent mean to you?
  2. What does it mean to achieve?
  3. What is the shared outcome?

# Groups of Six

- Speak what you learned through listening.
  - High level themes – not specific stories.
- Same structure – simply listen.
  - Theme catcher can paraphrase.
- Here are some conversation starters....
  - “I learned that people have different/the same opinions about....”
  - “I learned that teamwork in the mountaineers is different than at work because...”

Be prepared for one person from each group to catch and share themes during debrief.



# Group Debrief

What did  
you learn?

# The best partnerships are...

- **Humble**
  - Leaders understand that each person has a big history of experience behind them.
- **Curious**
  - Leaders are curious to uncover the gifts of this person in this role.
- **Willing to risk in relationship**
  - Leaders discern a healthy fear response from an unhealthy reaction.



# What you all have in common.

Simon Sinek

## What

- Every group – hopefully – knows **WHAT** they do. These are the products you sell of the services you offer.

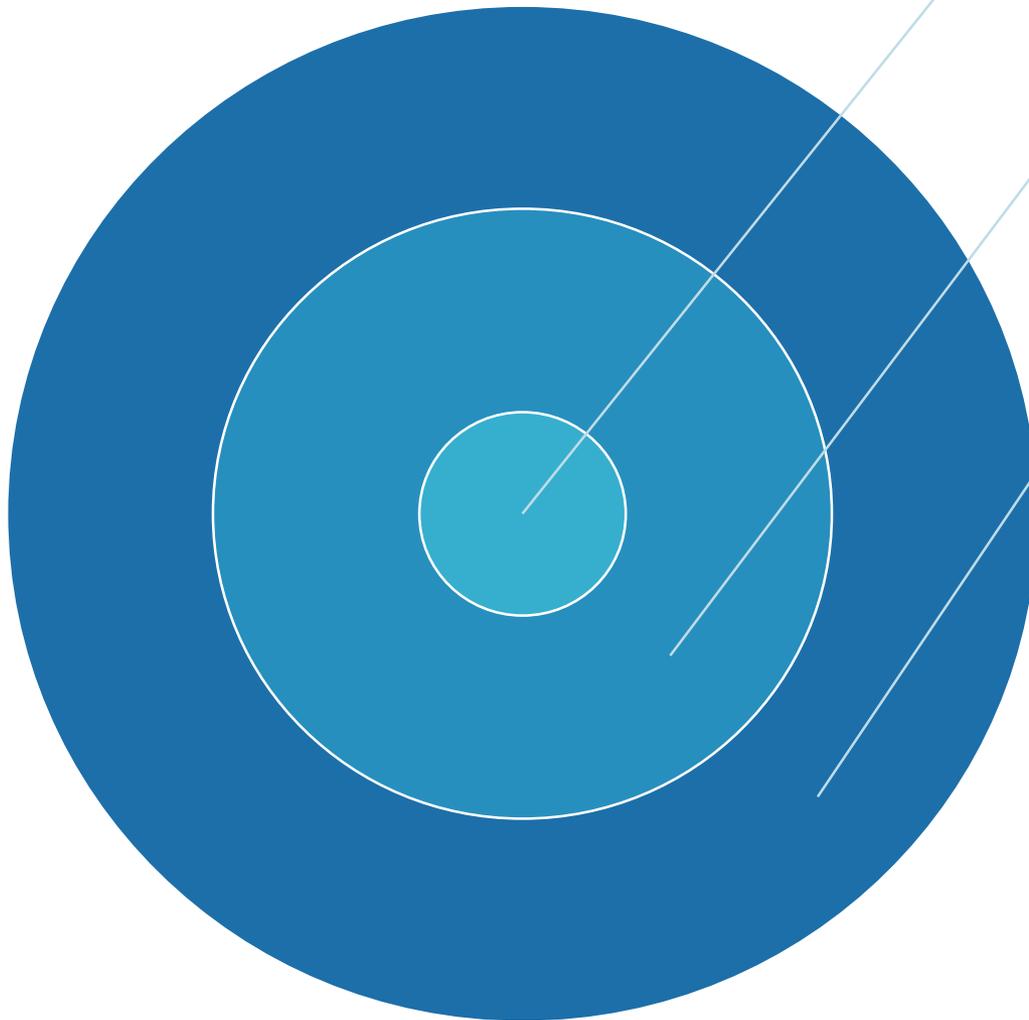
## How

- Some groups know **HOW** they do it. These are the things that make them special or set them apart from others.

## Why

- Very few groups know **WHY** they do what they do. **WHY** is not about a result. It is a purpose, cause, or belief so deeply held you will volunteer your time in service of that idea.

# What is your why?



Why

Limbic Brain and  
Body

How

Neocortex and  
Body

What

Neocortex

What deeply held  
belief inspires why  
you volunteer as a  
leader for the  
mountaineers?

What gets in the way  
of partnership?

It's hard to learn when  
you already know.

Do I have value?

# Competition.

I need to be better.  
Or they need to be worse.

Am I worthy?

To move through our  
limiting behaviors...  
look to Abe.



“I don’t like  
that person.  
I must get to  
know them.”

Abe Lincoln

Answer this question:

What are your unique talents, skills, and hopes?

As a leader within the mountaineers.

Ask this question:

What are your unique talents, skills, or hopes?

As a leader within the mountaineers.





Thank you!