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Leadership Lessons of Ted Lasso

Your Guide:

Tad Beaty

Before We Start

- These clips all originated from the Ted Lasso series on Apple TV
- There is adult language in some of the clips



Lesson 1 – Cultivate a Sense of Curiosity

- Good leaders always start with questions
- Throw away any preconceptions you may have
- Assume you know nothing; observe and listen without judgement

Every engagement is a new opportunity to learn!

Be Curious and Ask Questions



Lesson 2 – Start With Small Changes

- If you are new to an organization, do not start implementing large, sweeping changes until you have established trust
- Listen intently, identify needs, and start with small changes
- Build your teams trust in your leadership gradually

The Showers Are Broken



Lesson 3 – Build a Team Culture

- A group of individuals will not be as effective as a team
- Leaders help the team build off each other's strengths
- Leaders find ways to help them create the culture of being a team

Remember the Little Things



Bring the Team Together



Lesson 4 - Encourage Learning

- Leaders should encourage personal learning and growth
- Do not focus all capacity just on delivery (This is common)
- Focus on growing your people, and let them figure out how to deliver
- Realize that not all will accept the concept of learning initially. Do not take it personally. Some will take longer than others to realize that their leaders are taking a personal interest in their growth

Gifts for the Team



Roy Learns About His Book



Roy Learns the Lesson



Lesson 5 - The Power of Vulnerability

- The fastest and most effective way to build team unity is by modeling the behavior you want to see. Teams copy their leader's behavior
- Authenticity, emotional intelligence, and transparency all are valuable traits for leadership, but being vulnerable and honest with your team will create their trust in you faster
- If you don't have the answer to a problem, be honest and ask the team for a solution. This builds trust in leadership and shows them that asking for help is a preferred behavior

The Power of Vulnerability



Lesson 6 - Mistakes are Part of Life

- Expect that mistakes will happen, and plan to leverage them as learnings
- Keep mistakes small and allow rapid learning to be able to quickly adjust
- When something goes wrong, keep calm and rational and leverage the mistake to find out what happened, and then use the knowledge gained to guide the team to improve the next time

Addressing Mistakes



Lesson 7 - Addressing Egos

- One destructive ego can completely undo a team's ability to function.
- When you find an ego on the team, it needs to be addressed quickly. The longer the trait goes unchecked, the more damage is done.
- The person with the ego may be a rainmaker, someone with above average skills who may feel this gives them privilege to demoralize the rest of the team. Such behavior cannot be allowed.

Meet Jamie Tartt

Jamie Tartt is a striker for Ted's team. While very good in his role, he has no ability or desire to be part of the team, rather, he relies on his individual skills to the detriment of everyone else. Furthermore, his behavior off the field encourages divisions on the team and is the major obstacle for Ted to overcome.



Jamie Doesn't Work with the Team



Jamie Tartt's Ego Cause Division



Lasso Benches Jamie



Jamie Returns After Being Traded



Jamie Becomes a Team Member



How Will You Apply Lasso's Lessons?

- Cultivate a Sense of Curiosity
- Start with Small Changes
- Build a Team Culture
- Encourage Learning
- The Power of Vulnerability
- Mistakes are a Part of Life
- Addressing Egos
- What actions will you take to leverage these lessons in your own company?
- Who could help you apply these lessons?
- Which of these will be your greatest challenge, and how will you overcome that challenge?

Questions?



Surveys

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