

## Growing Groups into Teams

Real-life stories of people who get results and thrive together.

| By: Pam Fox Rollin and Kobe Bogaert

Every group has the potential to become an amazing team. In this book, we explain how.

Teams are all around us. Some of them are great, some just OK, and some not-so-great. Here's how you can help make them better. In this book, you'll learn about the ten essential elements to building a strong, high performing team, and why conversations are so critical to each of these elements.

You'll meet teams from around the world who overcame the challenges before them to become powerful teams that were key to their organizations' successes. You'll learn about:

- trust
- relationships
- the power of diversity
- the value of cross-generational teams
- how to unite remote leaders into teams - and more.

*"Growing Groups into Teams arrived at the right time for me. The practical advice and real-life examples offered in the book helped me understand underlying issues and gave me concrete steps to take to improve our situation. I recommend this book for every company and organization at the growth stage who may be wondering why they're not getting the results they expect—despite hiring more people."*

*Congyu Li, CTO & co-founder, StoreHub*

## **Praise for *Growing Groups into Teams***

*"The future of work is built on great teams. Understanding how to better create, mobilize, and leverage teams will not help us to get more done, it will make work better."*

Meg Bear, President & Chief Product Officer, SAP SuccessFactors

*"Growing Groups into Teams is an important book, and easy to read, too. This is the guide so many teams have needed. Working with Altus truly makes a difference, and this book lays the groundwork for making teams of all kinds more successful."*

Tim Moore, CTO, Allogene Therapeutics

*"A must-read for leaders at all levels. I highly recommend Growing Groups into Teams for your entire organization."*

Ake Persson, Former CEO at Ericsson North America

*"Finally. A book about teams written by a diverse team of authors. How refreshing to find a book that is inclusive of different types of organizations and cultures."*

Ronda Jackson, Vice President Policy, Advocacy, and Impact, KABOOM!

*"Our health system has been working collaboratively with Altus over the past two years, and we have literally transformed from a leadership committee to an effective executive leadership team. The practice and coaching described in Growing Groups into Teams is so impactful. We are now leading by exceptionally team-oriented results, delivering a sustainable future for our organization."*

Maggie Hudson, CEO of Santiam Hospital & Clinics

*"This book moves the thinking and practice of building high performing and inclusive teams forward with insightful perspective that's much needed as we set higher and higher expectations for business performance."*

Susan Whitehead, President & COO, PACT Pharma



People. Conversations. Results.

## **Praise for *Growing Groups into Teams***

*"Altus has helped us tune our teams for high performance. I'm glad to see they're sharing their expertise on this subject more broadly. Growing Groups into Teams will be a valuable resource for groups throughout your organization."*

Paymon Hamidi, CEO, Infracore

*"When I work with organizations to launch new subscription or membership initiatives, strong teams are critical. This book sharpened my thinking about how to build them!"*

Robbie Kellman Baxter, Author of *The Membership Economy* and *The Forever Transaction*

*"Growing Groups into Teams is a must-read for groups that want to transform into amazing teams that produce results and energize members. With its practical guidance, real-life examples, and actionable strategies, this book is a valuable resource for anyone looking to build a high-performance team."*

Laura Francis, CEO, SI-BONE, Inc.

*"As a trusted provider of consulting and interim staffing in high tech, government, and healthcare, our people must integrate quickly and effectively into existing and new teams to deliver unprecedented results. This book shows us what to look at on teams to make them even more successful."*

Niti Agrawal, CEO, Stage 4 Solutions

*"This book takes time to measure the success of teams from the lens of both business and sports. Growing Groups into Teams clarifies the difference between groups and teams and the lack of the success that groups have because they are not teams. Whether you're in a start-up, turn-around, or reorganization, the tools provided will guide you and your team toward the shared values and mission that will yield the results for which your organization was established. Growing Groups into Teams provides a template that any organization can implement to prevent those failures and allows leaders to create a culture of trust."*

Floyd Akins, Vice President for Advancement, University of Toledo

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## About the Lead Authors



**Kobe Bogaert, MBA** works with senior executives and leadership teams of private and public companies in the US and Europe.

With his Altus Growth Partners team, Kobe guides technology, biotech, distribution, manufacturing, and professional service companies through strategy development, executive team development, high stakes conflict resolution, leadership development, organizational culture, and business process development.

Kobe's ability to question client assumptions allows them to experience extraordinary growth for themselves, their teams, and their organizations.



**Pam Fox Rollin, MBA** coaches senior executives and top teams in Silicon Valley and globally.

Pam guides technology, biopharma, and healthcare organizations to succeed in strategic transformation, executive development, acquisition integration, and culture change.

Her book, *42 Rules for Your New Leadership Role*, is described as an indispensable guide for leaders at all levels. Pam loves to make a difference where highly capable people are thinking through their most consequential strategic and organizational opportunities.