ATTACHMENT #1
Team Leader Idol Search Instructions

Goals:
1. To identify the desirable characteristics of an effective team leader.

Process:
1. Instruct participants that they have decided to participate in the Team Leader Idol Search. Connect this to American Idol… in order to be a candidate, they must list out what it is that makes them a viable candidate.
2. Hand out the Team Leader Talent Search sheet. Allow participants 5-10 minutes to complete. Tell them to use the last 4 digits of the SS# as the "ID Number."
3. Group participants in equal groups of 4 or 5 depending on attendance. There should be no more than 5 or 6 groups. Collect the talent search sheets and keep them separate for each group. Redistribute them to a new group.
4. Instruct the group they have 3 minutes to select their Team Leader Idol. Once the decision is made have teams announce who they chose based on the ID number. Allow the groups to explain why they believed this candidate to be the Team Leader Idol. Record responses on a flip chart.
5. Discuss and compare with master list attached.

ATTACHMENT #2
Team Leader Idol Search

As you know, our organization is vigorously implementing its rapid work team development policy. We are also committed to hiring talented team leaders within the organization.

We are conducting a talent search for hiring a new group of team leaders. We want every employee to take part in this talent search. Please write an ad of 75 words listing the reason why you believe you would make an effective team leader. Please do not use artwork or graphics of any kind. Write your ad in the space below to attract potential teams to hire you. Be sure to flaunt all of your unique competencies and desirable qualities.

Since the selection committee wants to choose the leader exclusively on the basis of his or her talents and characteristics please do not include your name in your ad. Instead use an ID number (the last four digits of your SS#, or any other 4 digits you can recall easily).

ID Number:_____

Common Characteristics of Effective Team Leaders

- Coaching skills
- Confidence
- Consistency between word and deed
- Creativity
- Empathic listening skills
- Having a vision
- Inspiring
- Long-term focus
- Maintaining a balance between individual needs and team needs
- Realism
- Self-esteem
- Sense of priorities
- Service mentality
- Sincerity
- Technical expertise
- Trust
- Willingness to share responsibility
- Willingness to share credits