



Why Small Teams Win: the “Two-Pizza” Rule

Your organization is forming a new task force, cross-functional team, focus group — whatever you want to call it. And as usual, it’s time for the never-ending quest to “loop people in.” *The more brains, the better*, reason The Powers That Be. So they include as many high performers and thought leaders as possible. Before you know it, the team is completely out of control.

The results aren’t pretty. It’s impossible to come to a consensus. You constantly get off track. You have to wade through piles of unhelpful input while refereeing between people with conflicting agendas. If you’ve been a part of one of these blundering behemoths, you need to trim the fat. As companies strive to stay agile and innovative, they’ve discovered that units of 8 to 12 people work best as the natural size of high-performance teams. Use the “Two-Pizza Rule” to determine team sizes. If a group can’t be fed by two pizzas, it’s too big. Remember, lean and hungry is always better than fat and comfortable. Small teams are the high-performance strategy of the 21st century.

Rich Karlgaard
 Author of *The Soft Edge: Where Great Companies Find Lasting Success*
 Publisher of *Forbes Magazine*
www.richkarlgaard.com

Negotiation

While even the word “negotiation” can evoke fear, stress, and anxiety for many, the intent is quite simple: to discuss and ultimately agree on a deal. Whether it’s a multimillion dollar contract or just deciding where to meet for lunch, life is rife with negotiations. And, the negotiation process is a lot like a chess game where strategy reigns supreme — one thoughtfully considered move at a time. Make a careless, short-sighted, ill-conceived move, and suffer the perilous consequences. Even when faced with the most daunting of deals, regarding the act of negotiation as a “game” may alleviate the apprehension and give you the confidence to make power plays that will ultimately facilitate your desired result. Unlike strategy games like chess, however, the most effective deals are a win-win proposition for all parties rather than a winner-loser result.

Whether seeking to gain advantages in your business or personal life, the art of “thinking like a negotiator” will profoundly impact your ability to actualize your desired outcome.

Eldonna Lewis-Fernandez
 Veteran negotiation and contracts expert
 Author of *Think Like a Negotiator*
www.ThinkLikeANegotiator.com

Making Employees Smarter

From classic board games like Trivial Pursuit to iconic TV game shows such as *Jeopardy* and *Who Wants to Be a Millionaire*, Americans love the mental challenge and exhilaration of participating in trivia contests. Trivia game shows are irresistible opportunities to test our intellectual prowess and demonstrate knowledge. However, while most people consider trivia a hobby or a playful way to pass idle time, trivia can be far more than just fun and games. Trivia can, in fact, foster the kind of breakthrough thinking that can take a company from good to great, or from failing to wildly successful.

Exemplifying an exciting new trend, many forward-thinking companies are now turning to revolutionary new methods like the “Triviation™” corporate training

program, which is based on the art, science, and educational aspects of trivia, to help companies and individuals unleash and capitalize on their full cognitive potential. This is a wise strategy since use of trivia has been proven to unlock the potential of the human mind, thereby improving mental performance and enhancing creativity.

Gene Jones
 Nationally acclaimed game show host
 Founder of Triviation®
 corporate training program
www.triviation.com

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