



High Performing Teams: *What the Best Leaders Do and Don't Do*

Presented by Tom Esch, President
Esch Consulting, LLC | St. Paul, MN

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Teamwork: Airport

AGENDA

- 1. 2 Types of Rank**
- 2. Increase Your Awareness**
- 3. 3 Tools for Team Building**

WHO IS ON THE ZOOM?

POLLING QUESTION 1

WHAT ARE THE MOST IMP QUALITIES OF HIGH PERFORMING TEAMS IN THE CONSTRUCTION WORLD?

(TYPE INTO CHAT)

WHAT HELPS/HURTS YOU IN MAXIMIZING THESE QUALITIES?

(TYPE INTO CHAT)

HIGH PERFORMING TEAMS

WHAT SHOULD INDIVIDUAL DO AND NOT DO?

2 VIDEOS: **NOTE DIFFERENCES**

DON'T DO: RANDY MOSS



THE COST: RANDY MOSS

VERBAL ABUSE ON AIRPLANE...

\$15,000

SQUIRTING OFFICIAL WITH WATER

\$25,000

KNOCKING DOWN COP

\$50,000

MOONING PACKER FANS AT LAMBEAU FIELD...

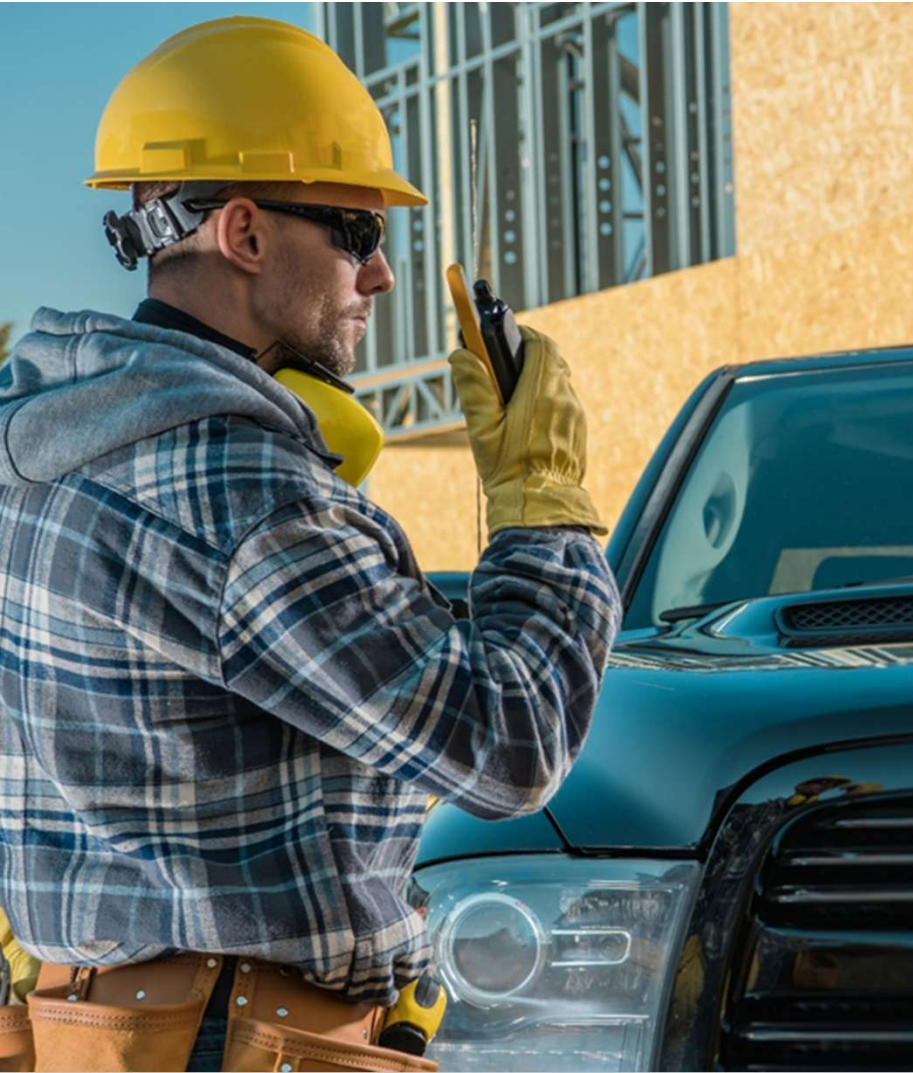


PRICELESS!



WHAT THEY DO: RILEY LEONARD (*CHAT THE DIFFERENCES YOU NOTICED*)





**MAYBE THERE
IS AN “I” IN
TEAM**

RANK/STATUS/SENIORITY



A KEY FOR HIGH PERFORMING TEAMS...

HOW YOU USE YOUR INFLUENCE...



TWO TYPES OF RANK/SENIORITY

- Positional
- Psychological



POSITIONAL RANK

- **DETERMINED BY THE CULTURAL/PROFESSIONAL CONTEXT.**
 - JOB TITLE, PERSONAL CONNECTIONS, ETC

PSYCHOLOGICAL RANK

- **ABILITY TO SPEAK UP WHEN SPEAKING UP IS DIFFICULT.**
- **STAYING CALM WHEN THINGS GET ROUGH.**

POSITIONAL RANK



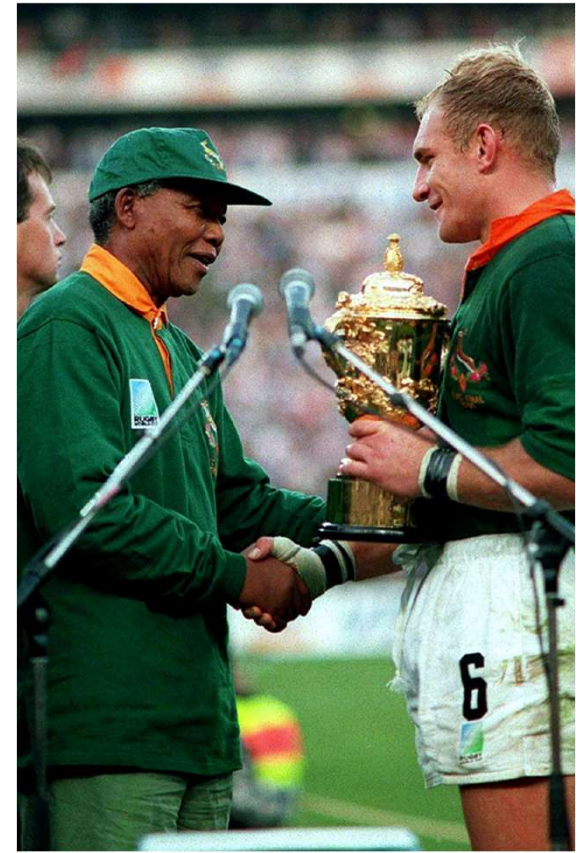
PSYCHOLOGICAL RANK

POLL #2: WHO HAS HIGHER RANK?



RANK CAN BE A SUPERPOWER!

- **GOOD USE OF RANK:
ONE OF THE GREATEST
TEAM BUILDERS!**



RANK CAN BE DANGEROUS...LIKE A DRUG

- **NUMB FEELINGS.**
- **NOT AWARE OF
OUR IMPACT.**
- **DEADLY AT TIMES.**



DR. ARNOLD MINDELL

**“The MORE RANK A PERSON
HAS THE LESS AWARE OF IT THEY
TEND TO BE.”**

MISUSE OF RANK: ONE OF THE GREATEST TEAM KILLERS AND SAFETY HAZARDS?

POLL #3: UNDER OR OVERUSE



THE SALESMAN AND THE MECHANIC



WHO HAS HIGH STATUS?



SIGNS* OF HIGH/LOW RANK

(Two Types handout, emailed)

- **ESTIMATE YOUR TWO RANKS: 1-10.**

*CLUES: TITLE, VOCAL, BODY
LANGUAGE, TYPE OF JOBS, PAY,
INTUITION, ETC

SIGNS OF HIGH RANK.

- **INTERRUPTING OTHERS**
- **IGNORING REQUESTS**
- **SAYING “NO” EASILY**
- **TAKING UP A LOT OF AIR SPACE IN A CONVERSATION**

SIGNS OF LOW RANK.

- **GETTING INTERRUPTED.**
- **STRUGGLING TO SAY “NO”.**
- **FEELING DISRESPECTED**
- **NOT TAKING UP AIRTIME.**

THE BEST COMMUNICATORS..

- 1. SEE THE GOOD, SPEAK APPRECIATION**
- 2. ASK OPEN-ENDED QUESTIONS**
- 3. BUILD GOOD RELATIONSHIPS**
- 4. INSIST ON FEEDBACK**
- 5. WHAT ELSE? (CHAT)**

THE BEST COMMUNICATORS..

F.A.A.

1. FLEX CULTURE (NAVY SEALS)
2. AAA FEEDBACK
3. AWARENESS OF APPROACH (NON-VERBAL COMM)

1. **F**LEX CULTURE: NAVY SEALS



1. **FLEX CULTURE: NAVY SEALS**

- **TRADITIONAL/CHAIN OF COMMAND**
(OLD SCHOOL) **WHEN IS THIS BEST?**
 - **MORE “FLAT”, COLLABORATIVE**
(STRIPES OFF/NEW SCHOOL)
WHEN IS THIS BEST?

2. AAA FEEDBACK (NETFLIX)

1. AIM TO ASSIST

2. ACTIONABLE

3. ACCEPT OR REJECT

3. **A**AWARENESS OF YOUR APPROACH



NON-VERBALS: BODY POSTURE AND TONE OF VOICE—WHAT %?



NON-VERBALS: BODY POSTURE AND TONE OF VOICE= 93%



TAKEAWAYS (CHAT)

- BEST LEADERS USE RANK WELL
 - POSITIONAL RANK
 - PSYCHOLOGICAL RANK
- GOOD RANK USE IS CHALLENGING
- THREE TOOLS: FAA
 - 1. FLEX CULTURE (SEALS)
 - 2. AAA FEEDBACK
 - 3. AWARENESS OF APPROACH

TO BE IN TOUCH AND GET ARTICLES



THANK YOU BOYUM BARENSCHEER

