

MINE: Understanding and Resolving Turf Issues

Dr. Samuel R. Chand

As children we fight over what is “mine”—unfortunately, as adults, we continue to fight over mine/turf issues.

How to get the most out of this lesson: Focus on yourself not others.

I. How is MINE seen in adult individuals?

II. How is MINE seen in organizations?

III. CAUSES OF MINE

- A. Natural response to organizational G
- B. When MINE issues are not A
- C. I
- D. I
- E. Jealousy – wants to H on
- F. Inability to see the B picture
- G. OTHERS

IV. EFFECTS OF MINE

- A. Impeded or slowed progress leading to F
- B. Continual friction where valuable time and energy is spent on M
- C. Keeps the entire T on edge
- D. Instead of dealing with I, we end up dealing with P.

WHAT ⇒ WHO

- E. Best ideas are not shared for F of how it is going to be received.
- F. Previous history (P) drives new initiatives

- (F _____)
- G. Changes are seen as L _____ rather than G _____
- H. It is a WIN/LOSE strategy, not a WIN/W _____
- I. Lack of T _____
- J. OTHERS

V. DETERRANTS TO MINE

- A. Be convinced that we MUST be a T _____
- B. Be convinced in the power of synergy—individualism will never achieve as much as C _____.
- C. Ask the tough question – “Am I a team player?”
- D. A _____ the other team members (I Corinthians 12)
- E. OTHERS

VI. TURNING “MINE” INTO “OURS”

- A. T _____ the other team members
- B. Believe the B _____ of everyone
- C. Know your strengths and W _____
- D. Seek help without apologies—it is a sign of S _____
- E. Affirm and T _____ others who assist you
- F. Determine Y _____ will not be a part of turf issues
- G. If you have found yourself being “protective” of your turf, resolve not to continue that pattern of response.
- H. There is no “I” in TEAM, because Together Everyone Achieves More
- I. OTHERS

CONCLUDING PRINCIPLES:

- Its all HIS
- HE owns it all
- We’re mere stewards and managers
- HE knows all and will reward all

Dr. Samuel R. Chand, 950 Eagles Landing Parkway, Suite 295, Stockbridge, GA 30281
www.samchand.com