

MINE: Understanding and Resolving Turf Issues

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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 growth
- B. When MINE issues are not addresses
- C. Immaturity
- D. Insecurity
- E. Jealousy – wants to hold on
- F. Inability to see the big picture
- G. OTHERS

IV. EFFECTS OF MINE

- A. Impeded or slowed progress leading to frustration
- B. Continual friction where valuable time and energy is spent on mediation
- C. Keeps the entire team on edge
- D. Instead of dealing with issues, we end up dealing with personalities.

WHAT ⇒ WHO

- E. Best ideas are not shared for fear of how it is going to be received.
- F. Previous history (PAST) drives new initiatives (FUTURE)
- G. Changes are seen as LOSS rather than GAIN
- H. It is a WIN/LOSE strategy, not a WIN/WIN
- I. Lack of trust
- J. OTHERS

V. DETERRANTS TO MINE

- A. Be convinced that we **MUST** be a team
- B. Be convinced in the power of synergy—individualism will never achieve as much as community.

- C. Ask the tough question – “Am I a team player?”
- D. Appreciate the other team members (I Corinthians 12)
- E. OTHERS

VI. TURNING “MINE” INTO “OURS”

- A. Trust the other team members
- B. Believe the best of everyone
- C. Know your strengths and weaknesses
- D. Seek help without apologies—it is a sign of strength
- E. Affirm and thank others who assist you
- F. Determine you 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