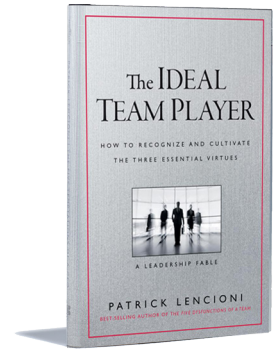




Slain's Notes on **THE IDEAL TEAM PLAYER** BY PAT LENCIONI



I recently listened to Pat Lencioni's new book on Audible, "The Ideal Team Player," and I highly recommend it! [Link to purchase The Ideal Team Player on Amazon](#)

It's a great business book for the car (about 7 hours of play time) because it is a fable about a fictional construction company so it is easy listening. I found myself spending a few extra minutes in the car when I would get to my destination because I was anxious to finish listening to a chapter before going into my next meeting.

The book is about Valley Builders (VB) a fictional commercial construction company in Napa Valley highly respected by its employees and clients. At the beginning of the story, Bob, the much beloved founder of VB, takes ill. He turns leadership of the company over to his nephew, Jeff, and two top employees Bobby and Clare. Together, the management team has to figure out how they're going to fill Bob's shoes and hire enough people to allow them to finish two massive construction projects that Bob signed up right before he took ill.

Jeff, Bobby and Clare understand that their most important responsibility is to hire the right people for VB to ensure their continued success. And, luckily, Jeff is a recovering management consultant, so he sets about creating a model to help them consistently hire "ideal team players" to work at VB.

Ultimately, they discover that there are three virtues (so lofty and important they are virtues, not mere values) which somebody has to possess to be an ideal team player: humble, hungry, and smart!

- Humble – Just like it sounds, ideal team players don't have big egos and like Jim Collins said in "Good to Great," they look out the window when it is time to assign credit and they look in the mirror when it comes time for taking responsibility.
- Hungry – Never wanting to be slackers, hungry people always have lots to do and lots to learn.
- Smart – By smart, Pat Lencioni, the author, isn't referring to people being intelligent, rather it boils down to being able to read other people and adjust your behavior accordingly. Lencioni puts it best, "...smart simply refers to a person's common sense about people."

The Valley Builders management team endeavors to hire people who are humble, hungry and smart and to make absolutely certain that candidates who lack those qualities don't get thru their arduous screening process.

The book is filled with many other great tips about hiring, managing people, and the importance of protecting your business from people who aren't ideal team players.

My favorite line in the book is delivered by Bobby, the director of operations at VB, who announces to the others on the management team, "...the best thing that's happened in the last year is that we've almost become a jackass-free zone. No matter what happens, and what challenge we might face, give me a roomful of people who aren't jackasses, and I'll be happy to take it on!"

I couldn't agree with him more!


Jonathan Slain

