



Extraordinary Groups: How Ordinary Teams Achieve Amazing Results

Geoffrey M. Bellman, Kathleen D. Ryan

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DESCRIPTION

Two leading experts present a new approach to help teams nurture extraordinary experiences and excel

Occasionally we participate in a group that inspires us to describe the experience as "powerful" or simply "wow." Why are some teams described in such exceptional terms, while most are not? Bellman and Ryan argue that an extraordinary group emerges when a group experience satisfies two or more core needs that members intuitively bring to any group they join. Based on extensive research, the book presents the Group Needs Model to help anyone nurture *extraordinary* experiences in their groups and achieve outstanding results.

- Introduces a new approach for creating extraordinary experiences and results in teams
- Identifies the key characteristics that define exceptional teams
- Describes the Group Needs Model for encouraging extraordinary experiences and team success
- A timely resource for anyone who leads groups including HR and OD professionals, managers, executives, nonprofit managers and directors, virtual teams leaders, and trainers

ABOUT THE AUTHOR

Geoffrey Bellman is a recognized thought leader on organizations, leadership, life, and change. He has written six books including *The Consultant's Calling* from Jossey-Bass. His private sector work has focused on renewing large, mature corporations. In recent years, he has given more of his attention to community-based organizations.

Kathleen Ryan is co-founder of The Orion Partnership, a firm that focuses on culture change, team development, executive onboarding, and coaching. As one client has said, "She is an organizational consultant with an instinct for translating complex human behavior into practical concepts." Ryan is the coauthor of *The Courageous Messenger* and *Driving Fear Out of the Workplace*, both from Jossey-Bass.

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