

TEAM PERFORMANCE AND LEADERSHIP

WITH OLE VESTERGAARD, DR. YERKER ANDERSSON AND ASGER BERGMANN

The goal of Frontrunners is to encourage the young people to take over the responsibility and start action. Soon to be empowered individuals, we can eventually take action and help the Deaf community in the local or global area

Definition of leadership: a social relationship between two people or more in whom the head influences knowledge, the acceptance of goal, and the social actions of the feeler. Do you agree with this definition?

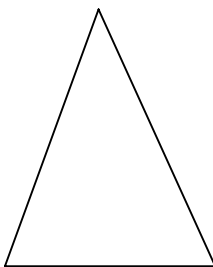
Caution: The definition may vary according to certain countries and cultures, one approves a leader in the USA and one does not approve a leader in France.

Try imagining yourself coming aboard a ship for a journey in the ocean. Who shall lead the boat? Why do we need a captain?

What is the relationship between people with two or more? During the Viking Era, everyone is declared as a leader. But they still needed a head captain; they then chose Rollon as the leader of the group.

Which forms are possible?

Strongly centralised.



Positive points

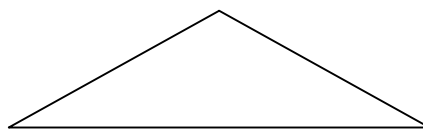
More direct organization
All recognises the leader
High power distance

Negative points:

The leader is overwhelmed

How to become a good team?

Strongly divided

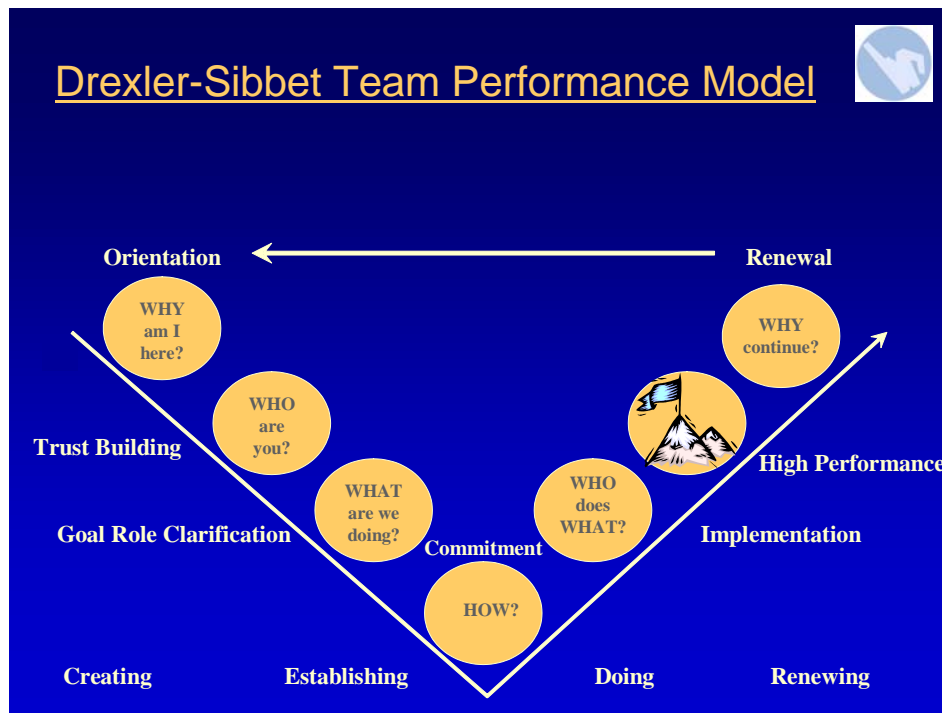


More independent organization
All don't know the people around the leader
Low power distance

Where is the leader?

Questions should especially be raised often.

1. Orientation: When teams are formed, everybody wonders WHY they are here, what their potential skills are and whether others will accept them. People need some kind of answer to proceed.
2. Building Trust. Next, people want to know WHO they will work with - their expectations, agendas and competencies. Also, it includes useful exchange among team members.
3. Goal Clarification. The main work of the team begins with clarifying team goals basic assumptions and visions. Terms and definitions come to the picture. WHAT are the priorities?
4. Commitment. Sometimes, discussions need to end and decisions must be done about HOW resources, time, staff - all the bottom line constraints - will be managed. Agreed roles are the key.
5. Implementation. Teams begin doing work in sequence and settle on WHO does WHAT, WHEN and WHERE in action. Timing and scheduling dominate this stage.
6. High Performance. When methods are mastered, the team can begin to change its goals and flexibly respond to the environment. The team can say, "WOW!" and surpass certain expectations.
7. Renewal. Teams are dynamic. People get tired; members change. People wonder "WHY continue?" It's time to harvest learning and prepare for a new cycle of action.



Any wise quotations?

Dr. Yerker Andersson: *"To have a goal, to communicate within the team, to listen, to be motivated, to put the questions and to work much!"*

Bill Gates: *"To live, learn from our mistakes"*.

DR. YERKER ANDERSSON, FORMER WFD PRESIDENT

October the 6th and 7th were really particular days. Dr. Yerker Andersson came to Castberggård. He is a sociologist and professor at the Gallaudet University. His parents were professors; he was born in 1929 in Vallentuna, Sweden. He has a Deaf brother. He attended Manilla School for the Deaf in 1937 until 1945 then he left to study sociology at Gallaudet and Columbia Universities. He was the secretary of Stockholm Deaf Association for 5 years. In 1975 to 1983, he was vice-president of the WFD, and then became president of the WFD from 1983 till his retirement in 1995.

He was member at the commission of the people handicapped under the presidency of Bill Clinton, he was only and first user of the language of the Signs to highest of the stations of the government, at the time. Yerker exposed us about WFD and of leadership. It was really interesting to intend to speak about its experiments and we learned much from him. It divided us part of its knowledge and divided us some ideas of what we could do in the future. You can see our website; there is a visual interview with Yerker. In this report, I make a point of writing to give you the information about the WFD: history, objectives and setting in scene in continuous time.

Some historical facts of the WFD - After the Second World War, the international will was common: to rebuild peace in the world, the structure of the United Nations was set up progressively. WFD was then born in this context, in 1951, in Rome and the next year, it will be 55 years old! There were 5 Presidents: V. Ieralla of Italy 1951-1955, D. Vukotic of Yugoslavia 1955-1983, Y. Andersson of Sweden/USA 1983-1995, L. Kauppinen of Finland 1995-2003, M. Jokinen of Finland 2003-present. There always were presidents who were Deaf but from 1951 to 1999, there were a mixture of deaf persons and hearing. It is astonishing! Now, only one association or federation of each country with its two deputy deaf persons must represent with the gathering of WFD.

There is a problem in Mexico; there are 7 associations which dispute to sharpen with the WFD! Markku Jokinen says to them to find a solution: only one representative (federation). It should not be forgotten that there were international congresses before the creation of WFD (general congress often at the same time the universal exposition) and of the congresses on

the education of the deaf persons who existed well and beautiful since 1889 (Paris, Chicago, Berlin...).

The objectives of WFD - WFD gather the federations of the deaf people of the continents of the world: Africa, America, Asia, Europe and Oceania. WFD headquarter is currently in Helsinki, within the FAD. The World Federation of Deaf persons (WFD) is an international organization not-governmental, it roughly represents 70 million deaf people in the whole world. It is estimated more than 80% of these populations, where the authorities know seldom about their needs or desires. WFD is recognized by the United Nations (UNO) as their Co-organization. Its work is closely dependent with UNO and its various organizations by supporting the human rights of the deaf people according to the principles and the objectives of the charter of UNO, the universal declaration of the human rights and other general acts and recommendations of UNO and its specialized agencies. If necessary, WFD employs special measures, legal or administrative to make sure that the deaf people in each country have the right to preserve their own languages of the signs, organizations, cultural activities and different.

The most significant priorities of WFD are for the deaf people in the countries of the Third World and in the process of development; right to sign the language and the equal opportunity in all the spheres of the life, including the access to education and information. The "setting in scene" of the model 1951-1979: medical model the deaf persons "believed" to hear, it is to have a positive life, like adapting to the company. The auditive apparatuses were carried and one oralist. It was completely a normal nature. Many deaf parents were disappointed to have deaf children. They preferred to have hearing children in order to help them to telephone or translate...

In 1978, the president of Swedish association Lars Åke Wikstrom addressed the public with the congress of WFD and various the media interventions that the deaf person must show his language proudly and that the model hearing must stop, and that the fact of being deaf does not pose a problem. It will have to be waited a few years that this message arrived at the other "underdeveloped" country. 1983-1987: joint frangible Thank must go to Lars Åke Wikstrom and the other promoters especially Scandinavians! Rupturer of the hearing model. Demonstrations appear: BDA, 2LPE in favour the equal rights: recognition of the deaf people, the language of the signs, bilingual education.

In 1984, UNESCO approves the language of the signs like need to communicate, and the fact of being deaf is a model. 1987- at our days: social model the social or cultural model evolved/moved, sometimes in Scandinavia, then other areas of the world follow later. This can be seen like the current out of tandem with other movements around the world (the Blacks, Women...). The company must start to see us by the social and cultural model. Common question of Frontrunners about the evolution of the deaf world: medical model = > joint frangible = > social model = > FUTURE?

Captain Yerker Andersson, thank you infinitely to come here and to share your experiments. It was very attractive. Like us all, I appreciated you completely!