

# LEARNING IN THIN AIR

ALPINE LESSONS  
IN LEADERSHIP  
AND TEAMWORK

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A photograph of several mountaineers climbing a steep, snow-covered mountain peak against a clear blue sky. The climbers are wearing colorful gear, including red and black suits. The mountain's surface is a mix of dark rock and white snow. The text "WE ARE ALL CLIMBERS" is overlaid on the right side of the image.

**WE ARE ALL**  
**CLIMBERS**





 ENTERTAIN

 EDUCATE

 INSPIRE



The background is a grayscale photograph of a high-altitude mountain peak, likely Mount Everest, covered in snow and ice. Three climbers are visible: one on the left side of the peak, and two others further down the right side, near a steep crevasse. The overall tone is cold and challenging, emphasizing the difficulty of the climb.

# TEAMWORK

IS THE *SINGLE* MOST  
IMPORTANT FACTOR IN  
ORGANIZATIONAL *SUCCESS*



IT'S WHAT SEPARATES  
GOOD FROM  
GREAT





THERE ARE **NO**  
SHORTCUTS  
TO THE TOP







**8000m**

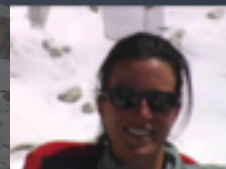
**THE DEATH ZONE**

**CHO OYU 8201m**

# TEAM FOR CHO OYU



SCOTT



SARA



STEVE



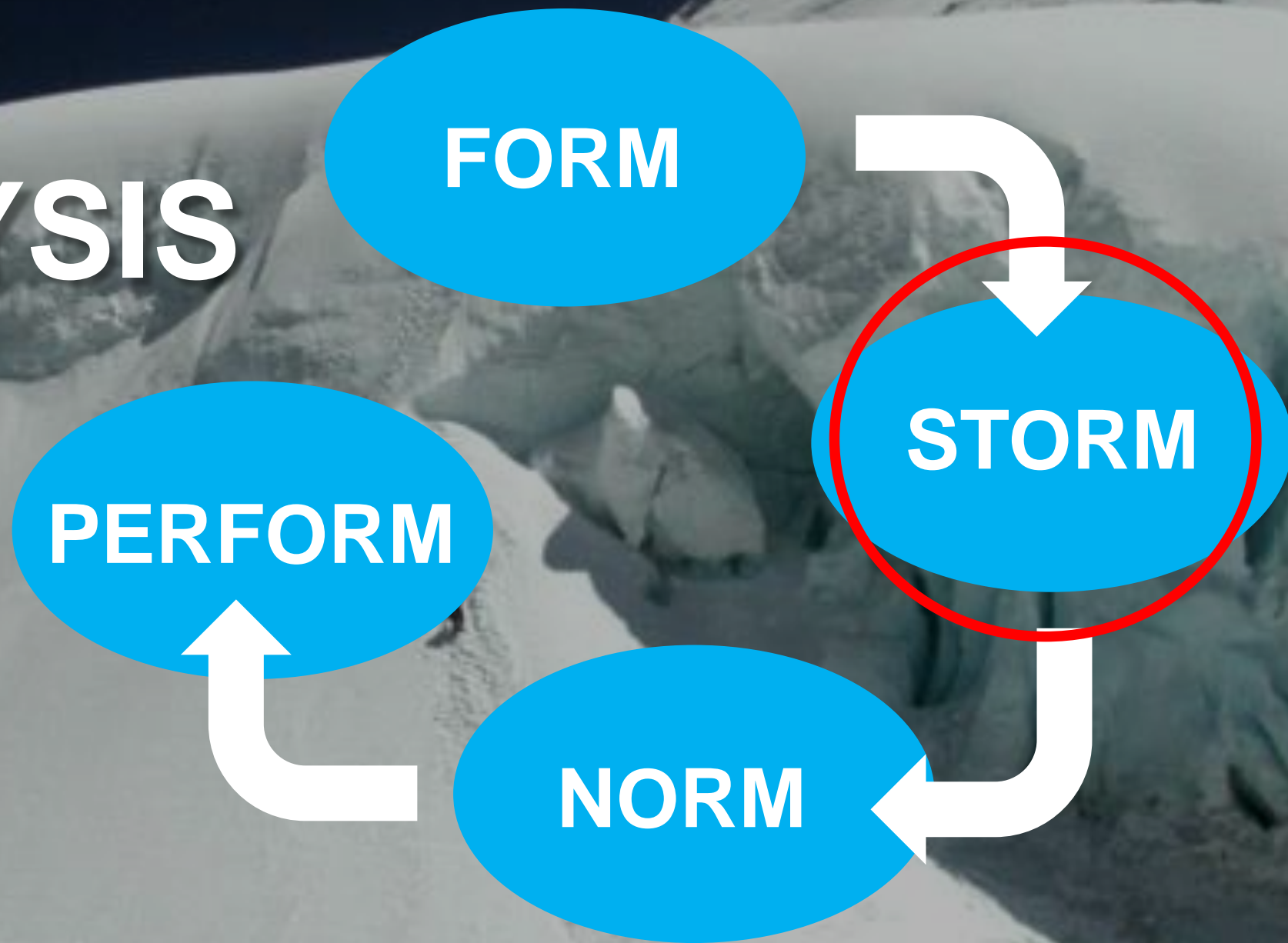
RICK



DAVE



# TEAM ANALYSIS





# WHY DID WE FAIL?

FRACTURED VISION

AUTONOMOUS ACTIONS

INEFFECTIVE LEADERSHIP

LACK OF REFLECTION



# HOW TO BUILD A HIGH PERFORMANCE TEAM



**ACCOUNTABILITY**

**COMMITMENT**

**COMMUNICATION**

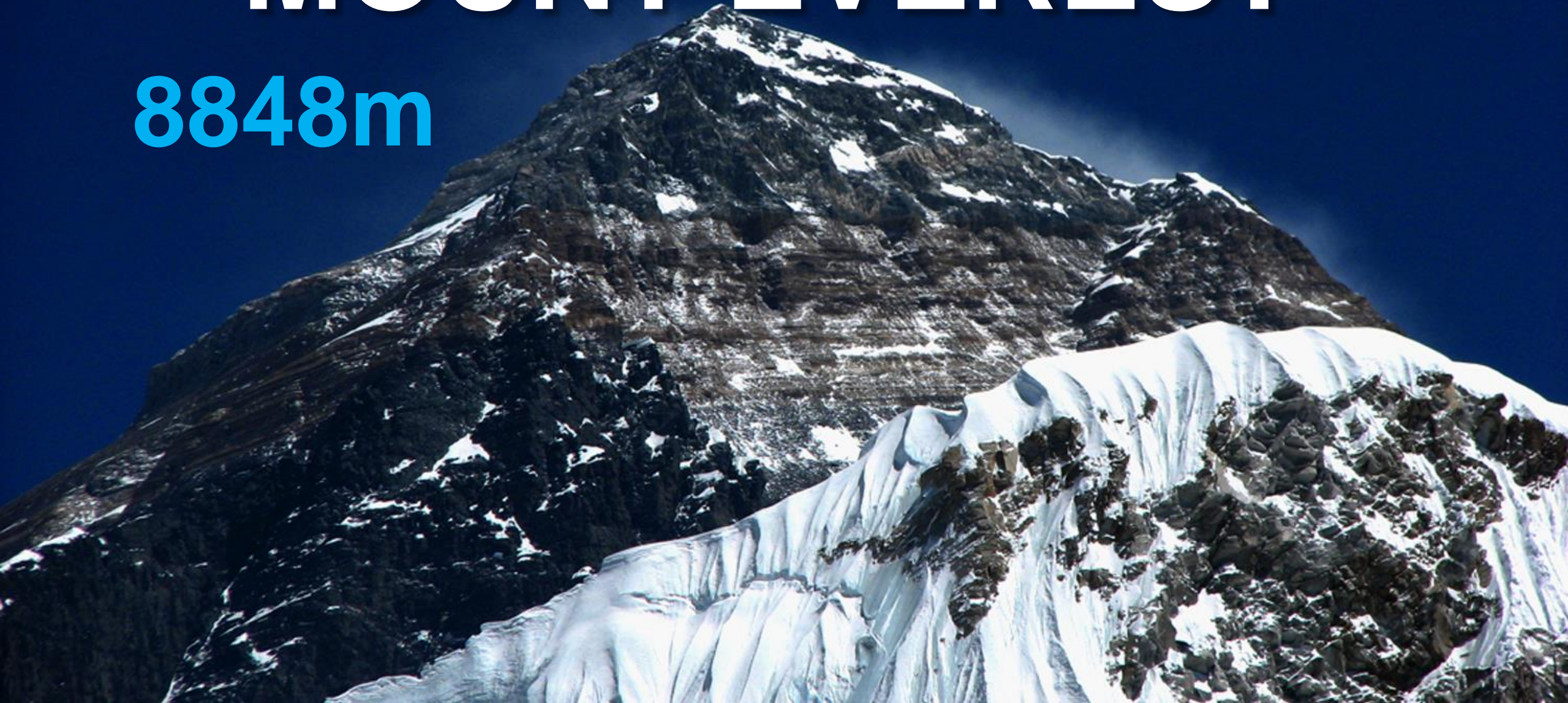
**TRUST**

**RELATIONSHIP**



# MOUNT EVEREST

8848m





# THE EVEREST 2008 TEAM

SCOTT

AL

RYAN

ANGUS

ALAN







**ACTION**

**VISION**

**REFLECTION**

**TEAM  
SUCCESS**















**CAMP 4**

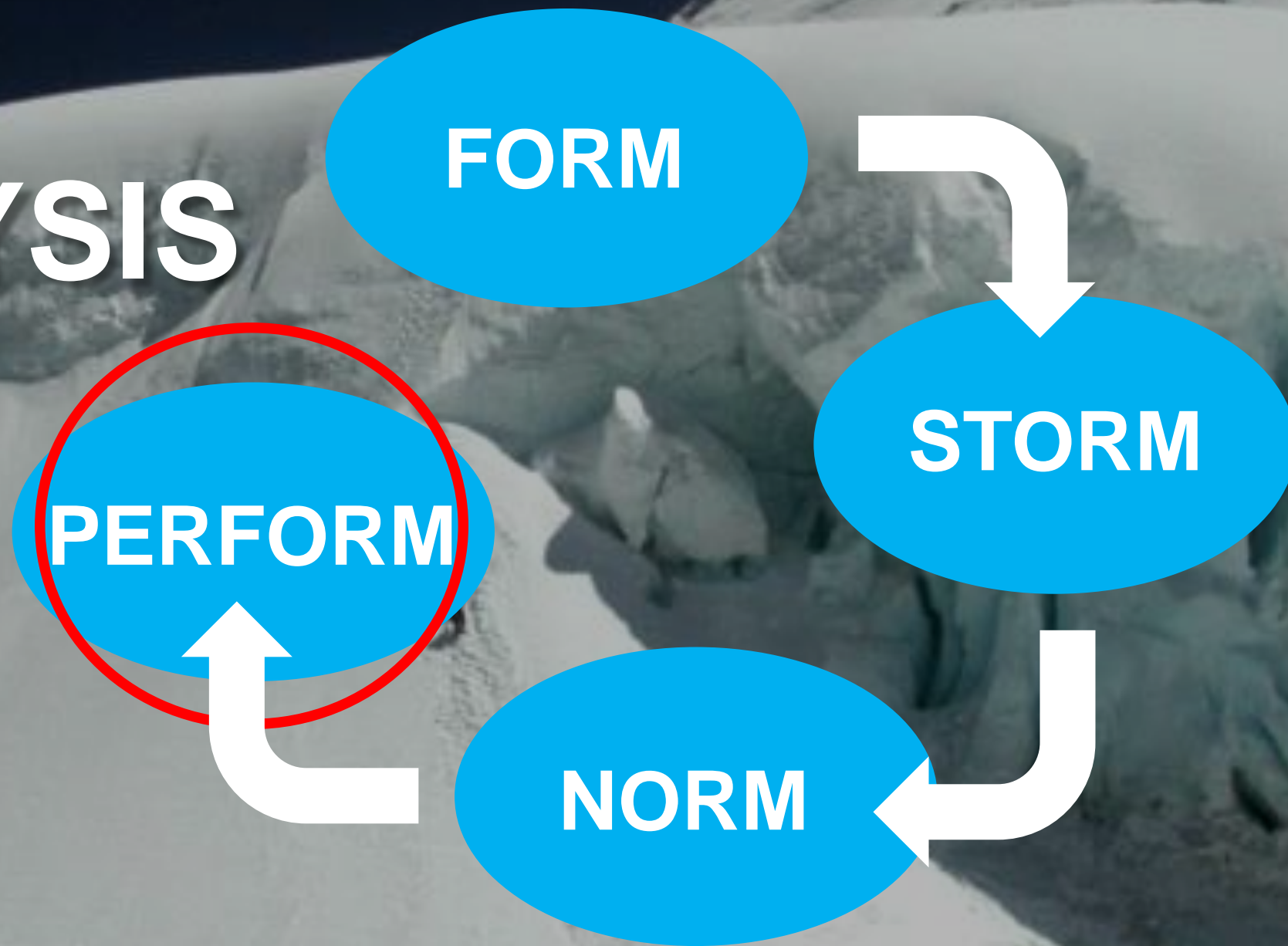
**CAMP 3**

**CAMP 2**





# TEAM ANALYSIS



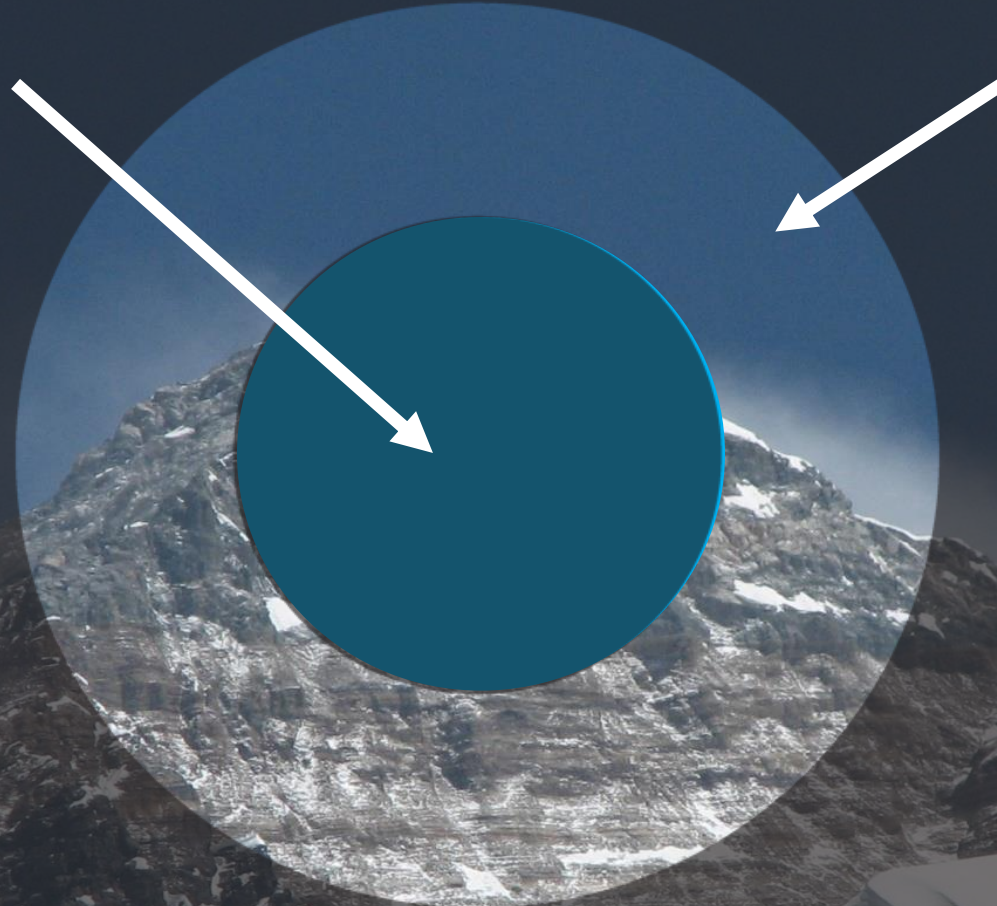


# CIRCLE OF INFLUENCE

This is where you have influence and power and can make a difference

# CIRCLE OF CONCERN

Things that impact your world, but that you have no influence over





A high-altitude mountain campsite, likely on Mount Everest, featuring numerous yellow tents scattered across a rocky, snow-dusted slope. In the foreground, a climber in a blue and black puffy suit and red gaiters stands on a patch of snow. The background shows a steep, rocky mountain face under a cloudy sky.

**CAMP 4**

**8000m**

**THE  
DEATH  
ZONE**



# THE BALCONY



C4



6000 FT



8000 FT





# MT. EVEREST SUMMIT



MAY 21, 2008





**HOW TO BE SUCCESSFUL**

**C**OMMUNICATION

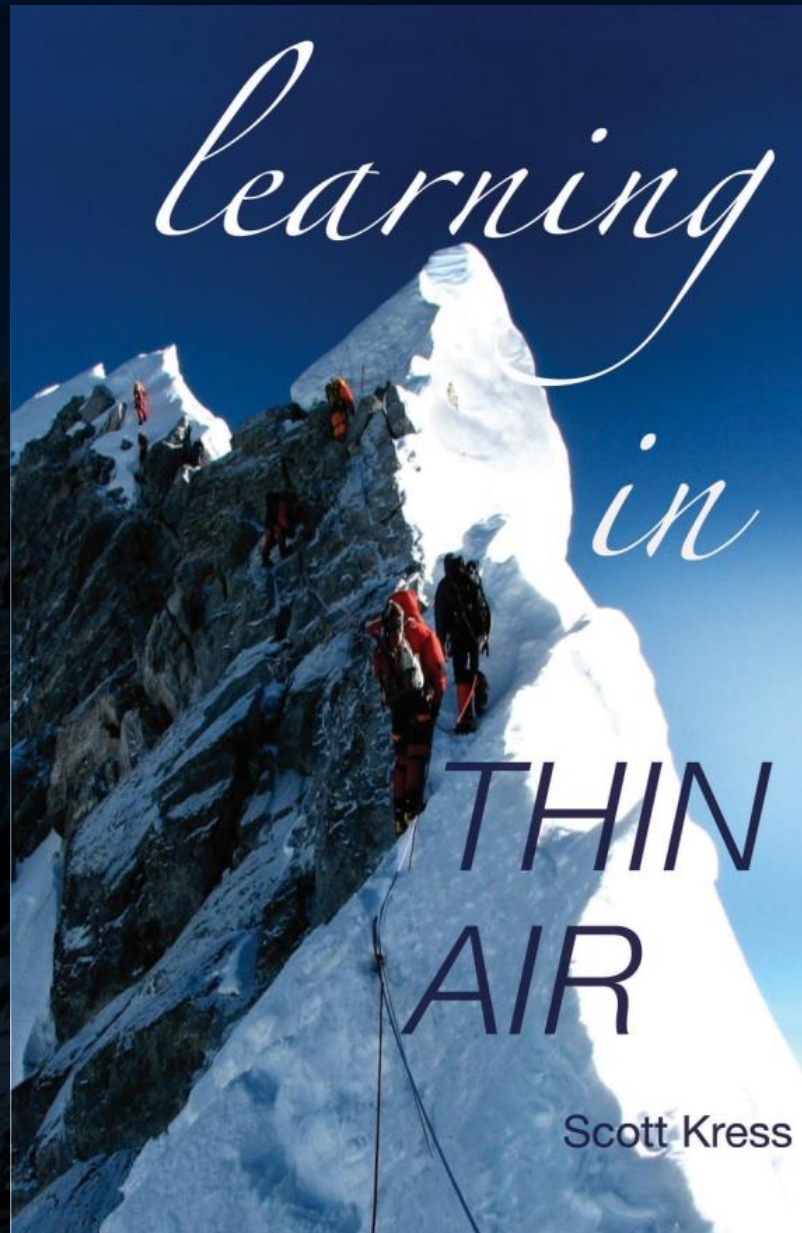
**L**EADERSHIP & TEAMWORK

**I**NSPIRING VISION & GOALS

**M**ANAGE CHANGE

**B**E PERSONALLY ACCOUNTABLE





**STORIES  
MODELS  
TOOLS  
STRATEGIES  
MOTIVATION**

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