



## Group Decision Tip

*E-mailed every two weeks to help groups make good decisions*

### Hot hand

**In principle**, we each have our gifts. Some people are better at some things than others and we all have our good days and bad days. I know of a basketball coach who encourages his team to shoot around before every game and figure out who has the "hot hand;" who seems to be particularly gifted that day. Get the ball into the hands of that person, he encourages.

**Practical Tip:** For any given task on any given day, figure out who is most suited to lead. It could be anyone. If you are not the most able or not top-performing for whatever reasons, support someone who is.

Members of high functioning groups are flexible and give the ball to whoever is most likely to succeed in the moment, regardless of prior established titles, positions, or plans.

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