



GETABSTRACT REVIEW OF Extreme Teams

Why Pixar, Netflix, Airbnb, and Other Cutting-Edge Companies Succeed Where Most Fail

Don't Shy Away From Conflict... It Could Lead to Better Work

Management consultant Robert Bruce Shaw examines successful teams at seven “cutting-edge” companies – Airbnb, Alibaba, Netflix, Patagonia, Pixar, Whole Foods, and Zappos – and identifies behaviors and mindsets that set them apart. He reports that they share a mission-driven approach to their work, don't shy from conflict when it leads to better results, and value “cultural fit” over experience.

STEP 1

Have your team read the [getAbstract summary](#).

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

Discussion Questions

1. How do leaders of extreme teams differ in their approach compared to traditional team leaders? What leadership qualities are essential for guiding an extreme team to success?
2. What are the core values commonly shared among extreme teams? Which cultural elements contribute most to the success of extreme teams?
3. How do extreme teams perceive and handle failure? Can you share an instance where your team learned from a failure and emerged stronger?
4. What activities or practices help maintain cohesion in extreme teams? What are some examples of team-building efforts that have proven successful for your team?

“There is a deep human need to bond with others, often in a risky endeavor, in the pursuit of a larger or even heroic purpose. Extreme teams provide that opportunity.”

Extreme Teams

Robert Bruce Shaw

Additional resources



Leading Teams



Teamwork



All In

