

Making It Happen!
Enhancing Management and Leadership Skills, Part 2

SUCCESSFUL TEAM BUILDING

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Successful Team Building

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Objectives

- Define a team/community
- Describe what makes a team successful
- Apply skills for thinking differently to yield different results
- Employ group dynamics to support accomplishment of team goals
- Develop a workable team-building action plan

“Raising new questions and possibilities,
or looking at old problems from a new
angle requires a creative imagination and
marks the real advances in science.”

—Albert Einstein

The Day's Journey

- Warm up
- Large Group Discussion
- Slides and handouts
- 4-Step Small Group Process
- Debrief

New thinking

New actions

New results

Using the Whole Brain

- Verbal
- Logical/Rational
- Sequences
- Analyzes
- Details
- Strategies
- Facts-based
- Visual
- Metaphorical/Conceptual
- Synthesizes
- Explores
- Big picture
- Possibilities
- Feelings-based

Ideal Qualities of a Team Leader

Mental
Behaviors
Left brain

Emotional
Attitudes
Right brain

What makes a team
successful?

Team/Community

What is a team?

What is a community?

What is a team/community?

Metaphorical Thinking

Thinking differently about
the nature and function
of a team

Building a Team/Community

What is needed?

- Willingness
- Time
- Attention
- EQ

Building a Team/Community

What gets in the way?

- Habit
- Seen as too “soft”
- Fear of uncertainty
- Fear of failure

4-Step Process

- Big picture to small details
- Conceptual/abstract to literal/concrete
- Unknown to known
- Ideas to action
- Right brain to left brain

Community Building: Part I

The Big Picture

Community Building: Part II

The Process Model

Team Dynamics

Motivation

- Buy-in
- Contribution
- Belonging
- Shared ownership

Team Resourcefulness

- Active, passive and reflective leading
- Using diversity constructively
- Asking, exploring, discovering and doing

Communication Strategies

Community Building: Part III

Activities and Actions

Community Building: Part IV

Practical Application

Thank You!

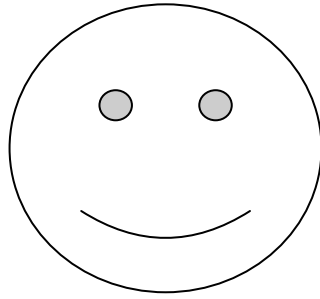
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Ideal Qualities of a Team Leader

Directions will be given verbally before activity.



Metaphorical Thinking

Directions will be given verbally before activity.

1.

2.

3.

4.

5.

4-Step Community Building Process

Directions will be given before each stage of the process.

Part I. Big picture/conceptual—Awareness/Essence

A.

B.

Part II. Narrowing/forming—Process/Model

A.

B.

Communication Strategies

1.

2.

3.

4.

5.

4-Step Community Building Process (continued)

Part III. Detailed/literal—Activities/Action

A.

B.

C.

Part IV. Individualized Action Plan—Application

Integrating Learnings

Directions will be given verbally before activity.

1.

2.

3.