

Team Success

TEAM BUILDING

Successful teams balance Process, Results and Relationship

- Process: use clarifying tools and practice
- Results: encourage team to set and meet deadlines
- Relationship: do teambuilding activities

Building Blocks

TEAM BUILDING

1. Common Goals and Purpose
2. Shared responsibility and Leadership
3. Program expertise
4. Process expertise
5. High communication
6. Respect for people and ideas
7. Focus on important results
8. Managing change

From Me to We

TEAM BUILDING

“A team is more than a group of people with something in common. When a group of people get together for a shared purpose, and hold each other accountable for common goals, they're a team.”

Stages of Group Development

TEAM BUILDING

Stage	Description	TM Focus
Forming	Beginnings of team; reserved; politeness	Relationships
Storming	Competitiveness, Arguments, Loud, Focus on Self	Process; create more structure, team identity
Norming	Interaction, Defined Roles, Acceptance	Results; plans and timelines
Performing	Emerging Team Identity, Open, Focused	Results, Process & Relationships
Adjourning	Concluding time together, celebration, sadness, goodbyes	Celebration!

Problem Solving Styles

TEAM BUILDING

- Orientation to Change
 - Explorer vs. Developer
- Manner of Processing
 - Externals vs. Internals
- Ways of Deciding
 - Person-focused vs. Task-Focused

Group Dynamics

TEAM BUILDING

- Team Managers can help facilitate and improve group dynamics
- Help your team find balance
- Work through miscommunications
 - Ask open ended questions
 - Check perceptions
- Help build consensus

Conflict Resolution

TEAM BUILDING

- Conflict is a major cause of burnout
- Remember to address the needs of both sides
- Understand underlying interests in disagreements



Team Building

TEAM BUILDING

- Practice teambuilding activities with your team every practice
- Remember teamwork takes effort and becoming a team is part of the journey
- Building trust is key
- Ask Questions

