

Building Your Dream Team

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Where do you fit in your team?

We all want to belong to a team that values our contributions. Teams come in all shapes and sizes but at the end of the day the team's effectiveness and cohesiveness are what matters. Whether you came in at the beginning or inherited your team, this workshop will guide you through the process of building your dream team. Learn how you can achieve the vision, mission, and objectives of your organization as a dream team.

Where do you fit in your team?

What teams are represented?

Where are you in your own team's Hierarchy?

Ice Breaking Project

- * Which agencies are represented?
- * What is our work focus?
- * What philosophies are represented?

Ice Breaking Project

- * Let's form groups
- * Prepare your work area
- * Pick a puzzle
- * Your team has 15 minutes to complete your puzzle

Setting ground rules until trust is established

- * Professionalism is expected
- * Be respectful/Tactful
- * Be aware of body language
- * Be sensitive to others
- * This is a safe place to voice concerns
- * Ask for clarification of statements
- * Keeping a healthy sense of humor
- * Wait your turn - no interrupting
- * Avoid calling people out in the meeting
- * Be Self-aware
- * Listen actively - then answer

Where is your team in the process?

Bruce Tuckman presented a model of five stages Forming, Storming, Norming, Performing, and Adjourning in order to develop as a group.

- * **Orientation (Forming Stage) - Just getting started**
- * **Power Struggle (Storming Stage) - Everything is in question**
- * **Cooperation and Integration (Norming Stage) - Productive**
- * **Synergy (Performing Stage) - Well oiled machine**
- * **Closure (Adjourning Stage) - Time to celebrate!**

Where is your team in the process?

Orientation (Forming Stage) ...

The first stage of group development is the forming stage. This stage presents a time where the group is just starting to come together and is described with anxiety and uncertainty. Members are discreet with their behavior, which is driven by their desire to be accepted by all members of the group. Conflict, controversy, misunderstanding and personal opinions are avoided even though members are starting to form impressions of each other and gain an understanding of what the group will do together.

Typical consequences of the forming stage include achieving an understanding of the group's purpose, determining how the team is going to be organized and who will be responsible for what, discussion of major milestones or phases of the group's goal that includes a rough project schedule, outlining general group rules that includes when they will meet and discovery of what resources will be available for the group to use.

At this stage, group members are learning what to do, how the group is going to operate, what is expected, and what is acceptable.

Where is your team in the process?

Power Struggle (Storming Stage) ...

The second stage of group development is the storming stage. The storming stage is where dispute and competition are at its greatest because now group members have an understanding of the work and a general feel of belongingness towards the group as well as the group members.

This is the stage where the dominating group members emerge, while the less confrontational members stay in their comfort zone.

Questions around leadership, authority, rules, policies, norms, responsibilities, structure, evaluation criteria and reward systems tend to arise during the storming stage. Such questions need to be answered so that the group can move further on to the next stage.

Where is your team in the process?

Cooperation and Integration (Norming Stage) ...

In this stage, the group becomes fun and enjoyable. Group interaction are lot more easier, more cooperative, and productive, with weighed give and take, open communication, bonding, and mutual respect.

If there is a dispute or disruption, it's comparatively easy to be resolved and the group gets back on track.

Group leadership is very important, but the facilitator can step back a little and let group members take the initiative and move forward together.

Where is your team in the process?

Synergy (Performing Stage) ...

This is the time where the group becomes really united.

At this stage, the morale is high as group members actively acknowledge the talents, skills and experience that each member brings to the group. A sense of belongingness is established and the group remains focused on the group's purpose and goal.

Members are flexible, interdependent, and trust each other. Leadership is distributive and members are willing to adapt according to the needs of the group.

Where is your team in the process?

Closure (Adjourning Stage)...

This stage of a group can be confusing and is usually reached when the task is successfully completed. At this stage, the project is coming to an end and the team members are moving off in different directions.

This stage looks at the team from the perspective of the well-being of the team instead of the perspective of handling a team through the original four stages of team growth.

Why are you here?

How successful is your team?

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What the one thing you would change if you could?

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What do you struggle with?

Why are you here?

How successful is your team?

What the one thing you would change if you could?

What do you struggle with?

What have you tried?

Choosing Team Members

What is your team's hiring practice?

Please share your typical interview questions.

What is your on-boarding practice?

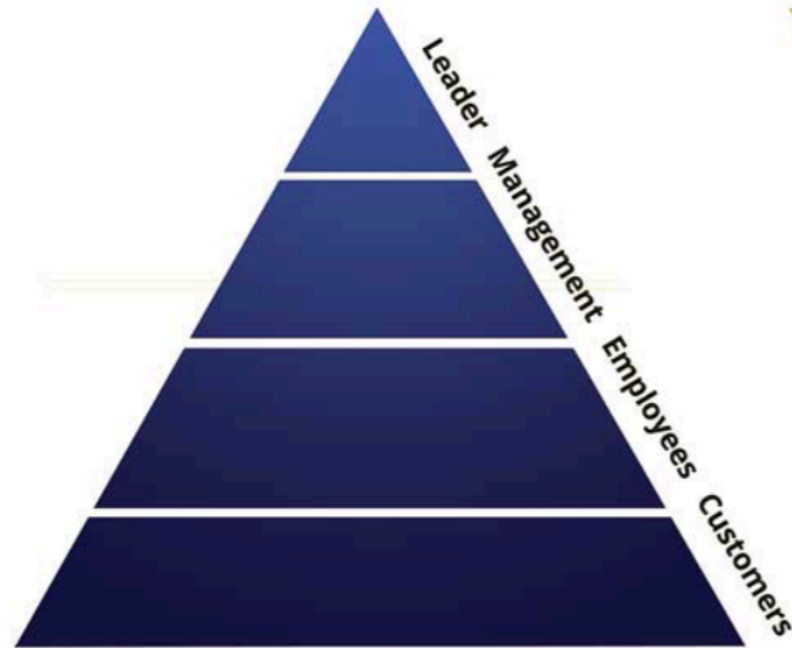
What is your performance management practice?

Servant Leadership

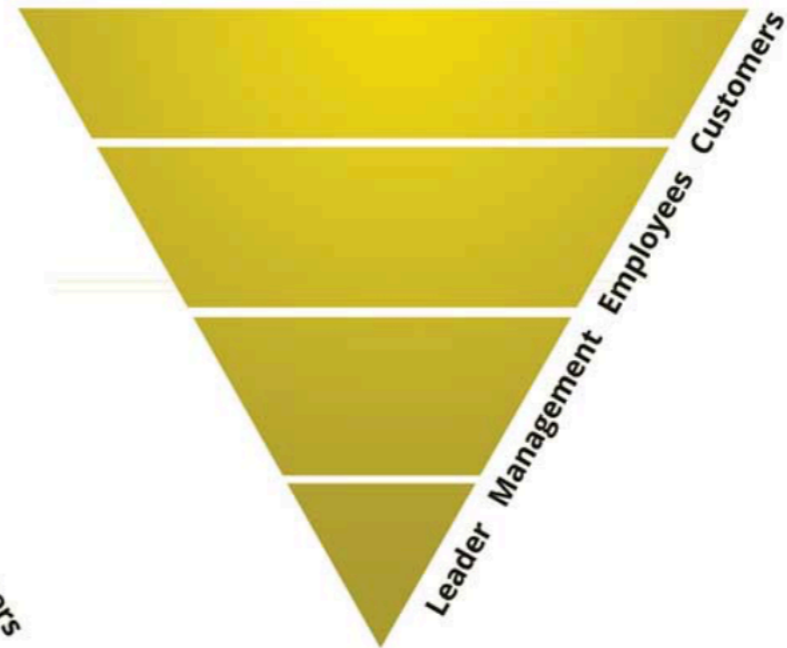
A Servant Leader should be focused on, "Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?"

Robert K. Greenleaf

Servant Leadership



Traditional Leadership



Servant Leadership

Servant Leadership

10 traits of servant leaders

Servant leadership requires an individual to have or develop certain skills in order for them to execute it effectively, of which the 10 most significant traits are as follows:

- Self-awareness (Introspection)
- Empathy
- Listening
- Healing (Emotional, Mental and Physical Support)
- Foresight (Learning from the past for decisions about the present and future)
- Conceptualization (Dreaming Big)
- Persuasion (Consensus building)
- Stewardship (Taking responsibility)
- Team Growth (Personal growth for team members)
- Community building (Unity and wholeness)

Building Trust

Working together through Building Trust in Relationships:

- * **Be Credible** - Have personal integrity, good intentions, be capable and contribute, take ownership by being accountable.
- * **Be Consistent** - Your behavior should mirror what you say - Be transparent, be respectful, be humble (respect that others have their own views and capabilities and be willing to apologize when you are wrong)
- * **Be Congruent** - Your actions need to be in line with policies and standards. Are you aligned to your agencies Vision/Mission and the team?
- * **Be Celebratory** - Celebrate the success of the team and reflect on what went right and what could have been improved upon. Also, be self-reflective - What did you contribute to the team?
- * **Be Coachable** - Willing to coach and mentor others - Life is about learning and helping others by passing on knowledge and wisdom.

Develop your Vision Statement

“What do we really want?”

Develop your vision statement

A Vision Statement Should:

- * Be created based on the “future” state
- * Motivate and inspire
- * Encompass fundamental beliefs and values
- * Lead to distinctiveness
- * Be succinct, clear, and unambiguous
- * Be supported by the mission, goals, and organizational culture

Public Relations Project

This project is to establish how the team works together (roles and responsibilities):

- * Develop a Visions Statement

- * Then Create a

 - * Poster

 - * Jingle/song or

 - * Skit

Mission Statement

A Mission Statement Should:

- * Express your organization's core purpose in a way that inspires support and ongoing commitment
- * Motivate those who are connected to the organization
- * Be articulated in a way that is convincing and easy to grasp
- * Use proactive verbs to describe what you do
- * Be free of jargon
- * Be short enough so that anyone connected to the organization can readily repeat it

Building your dream team!

Reflection