

Team Building

SCLD Additional Club Resources

Social Change Model

“A relational process of people working together attempting to accomplish change or make a difference to benefit the common good.

Approach to Leadership

- According to the Social Change Model:
 - Leadership is socially responsible
 - Leadership is a process, not a position
 - Leadership is inclusive and accessible to all people

What is a Team?

The definition of a team according to the Social Change Model:

A team is a group of people in which everyone is given responsibility, people are encouraged to participate in open-ended discussion and remain committed to the overall goals.

Everyone is Responsible

- Everyone is responsible for deciding on the direction and everyone is accountable for the follow through of the team’s purpose.

Encourage

- Encourage open-ended discussions
- Encourage active problem-solving meetings

Commitment

- When teams function with commitment all members are more likely to buy in the cause, give their best effort, and remain committed.

What is Team Building?

“Team Building” is the process of enabling a group of people to reach their goal.

Stages

1. Clarify the team goals
2. Identify and issues which inhibit the team from reaching their goals
3. Address those issues, remove inhibitors and enable the goals to be achieved

When is Team Building Effective?

Team building can be effective if the following scenarios/situations are present:

- Are there conflicts between certain people that are creating division within the team?
- Do some team members need to get to know one another?
- Do some members focus on their own success, and harm the group as a result?

- Do people need to learn how to work together, instead of individually?
- Are some members resistant to change and does this affect the group's ability to move forward?
- Do members of the group need a boost to their morale?

Benefits

Benefits to team building may include:

- Improved communication skills
- Develops interdependence and trust
- Effective in addressing particular problems or challenges the club is currently facing
- Acknowledges the team's strengths and addresses areas of improvement.

Incorporating Team Building Exercises

- State a specific goal or real purpose behind the team-building activities. This will help foster meaningful responses and feedback that will be more beneficial to the team
- Identify the problems and/or challenges your team is currently experiencing. Incorporate team building exercises that help address these particular issues.
- Aim to incorporate team building exercises often. It should be more than a one-time occurrence.
- Ensure that the team building activities are not competitive, rather, that they focus on collaboration

Team building Exercises

- Check out some examples of Team Building Activities at this link:
<https://docs.google.com/document/d/17oxvLxVBQvcsPJTe6KnUN3P1o8mdLjaYKjmKF9LdTv4/edit?usp=sharing>

Group Values

According to the Social Change Model three important Group Values are:

1. Common purpose
2. Collaboration
3. Controversy with Civility

Common Purpose

- The Higher Education Research Institute says:
 - "Common Purpose means to work with others within a shared set of aims and values. Having these shared aims facilitates the group's ability to engage in collective analysis of the issues at hand and the task to be undertaken. Common Purpose is best achieved when all members of the group share in the vision and participate actively in articulating the purpose and goals of the group's work" (55).

Collaboration

- The Higher Education Research Institute's definition of collaboration is:

- “Working together towards common goals by sharing responsibility, authority, and accountability in achieving goals. It multiplies group effectiveness because it capitalizes on the multiple talents and perspectives of each group member and the power of that diversity to generate creative solutions and actions.”

Controversy With Civility

- Controversy: a conflict with a productive element
- Civility: a virtue “that embraces diversity, encourages tolerance and legitimizes controversy. [It] builds frameworks within which people can cooperate despite their divergent views and interests” (Thomas J. Sergiovanni).
- To create a culture in the group that welcomes controversy the best way to do that is for all members to learn to handle it with civility.

Conclusion and Quiz

Thank you for taking the time to view this workshop. We hope that some of these tips on team building are useful to you and your organization. Please take a few moments to complete the quiz!

Quiz

- Complete the following quiz to show what you know and to document your participation in this workshop: <https://goo.gl/forms/pzhQVyeCzRRKs3Zr1>

Thanks for participating!