

Team Building

Margie Lovett-Scott, Alpha Alpha

What it is? Working together to achieve the best possible outcomes. Success or failure is not the fault of one individual, rather all are responsible.

We are in this together

Interdependence on one another

The group is only as strong as its weakest link

Group accountability

Non-competitive

Requires trust versus distrust

Managing your emotions – We must know the triggers that set us off (+/-)

What it involves?

1. Goal setting (Clear, realistic goals, and agreed upon priorities)
2. Role clarification
3. Communication (clear, simplistic, non-threatening), and strong interpersonal skills
4. Problem-solving

Group activity: Striving together to maximize outcomes

Important Strategies identified by previous breakout groups

- Must get on the leader's radar for extra help, clarification, support when necessary
- Embrace constructive feedback
- Form diverse, balanced study/work groups
- Know key issues
- Devote at least 4 hours a day concentrating on strategies for goal achievement
- Decrease time spent at home working on outcomes, unless for "aha" moments → quickly jot it down!
- Consider different learning styles and employ as many as possible
- Use index cards, smart phone notes
- Address questions from a quick review of your discussions, and review of critical information
- Delegate selectively, monitor progress, periodic updates on progress, offer support, but careful not to interfere)
- Read and reread in advance of meetings
- Engage in periodic group discussions
- Relieve stress (exercise, meditation, relaxation, and designated downtime)
- Stay focused, due diligence, persevere until mission accomplished

Team Building Exercises

Working Effectively with Your Committee Dr. Margie Lovett-Scott

Teambuilding - What it is, and why it's important

Working together to achieve the best possible outcomes. Demands, interdependence, group accountability, and trust. Success or failure is not the fault of one individual, rather all are responsible. Watch for the weak links.

Committee Responsibilities – first step should be a review of the Bylaws, and Standing Rules

The Agenda, example (quorum established, follow it, move the meeting along

Ground-Rules: Everyone is important, and should have an opportunity to participate. We all have different views, and opinions about what is or is not important, and the best approach to effectively planning, and resolving problems.

Mutual respect for everyone's opinion, must know ahead of time what ticks you off, your emotional intelligence so you remain reserved during meetings.

Delegation, selectively, be supportive allowing the individual time to complete the task don't take it back.

Consensus - If it can be reached everyone owns the decision and are accountable for achieving the Committee's goals. Strive to agree on decisions but if you can't reach consensus must call for the vote

Communication- Clear,

Break out group activity:

- Explain what actions you will take to enlist others in a common vision to prepare chapter members to transition seamlessly into leadership roles.
- What behaviors, actions and attitudes seem to be the key to people's leadership successes?

Exercise #1 – Ellie et.al

Exercise #2 – Margie L-S

- What did you accomplish? (What actions were identified)?
- How did you contribute to your team?
- What did you learn about leadership? Who emerged as your team leader, and how long did it take?
- To what extent did other team member's behaviors impact your emotions

- Share a story reflecting a past problem you assisted in resolving, that you would consider among your personal best leadership work?
- What were the common leadership practices or themes that ran through all the stories?