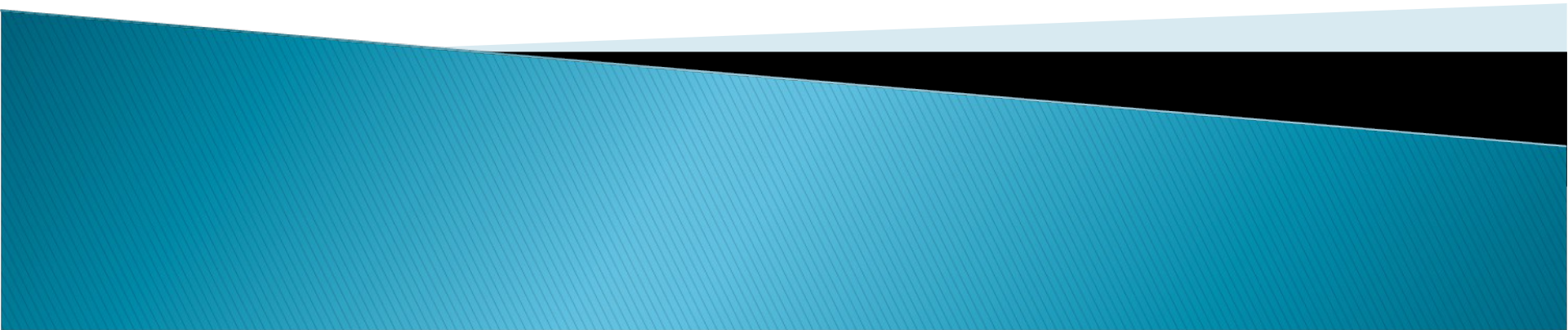


Florida Association of Community Action, Inc.. Team Building

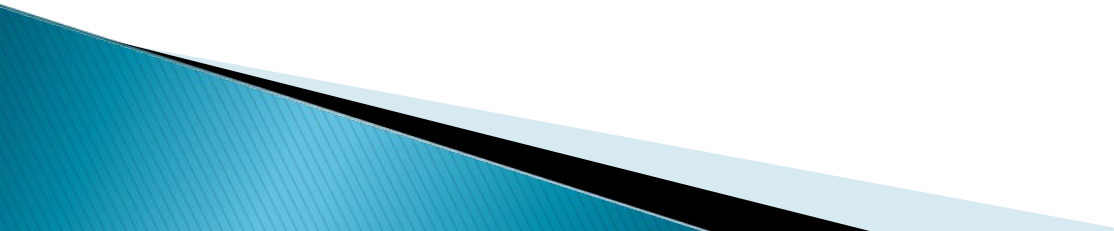
May 14, 2015

John W. Edwards, Jr.
MPA, CCAP, NCRT, CLC



Team Building

**What is a Team?
Why Should a Team
be Formed?**




Team Purpose

**To Maximize
Performance and
Achieve Goals**

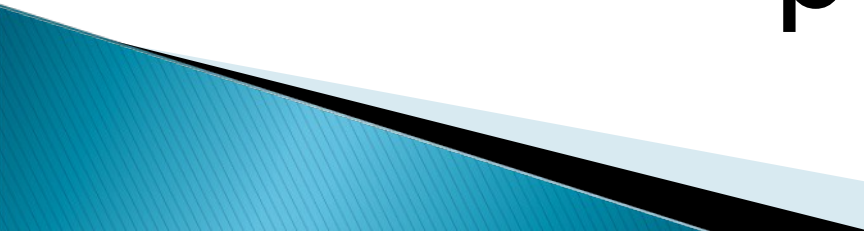


Benefits of Team Building

- ▶ Improved Communications
 - ▶ Commitment to Organizational Goals
 - ▶ Increased Collaboration and Cooperation
 - ▶ Culture is Created
 - ▶ Improved Morale and Leadership Skills
 - ▶ Improved Productivity
 - ▶ Identifies Team Strengths and Opportunities for Improvement
 - ▶ Improves Ability to Problem Solve
- 


Defining A Team

People combining their skills, abilities and strengths to accomplish goals and/or mission that cannot be done by one person.



Team Building

Finding the best mix of people who work together and nurture each other to promote growth and provide support to each other.



Team Building

A team is a collection of people who interact with each other regularly and are dependent on each other for the attainment of common goals.

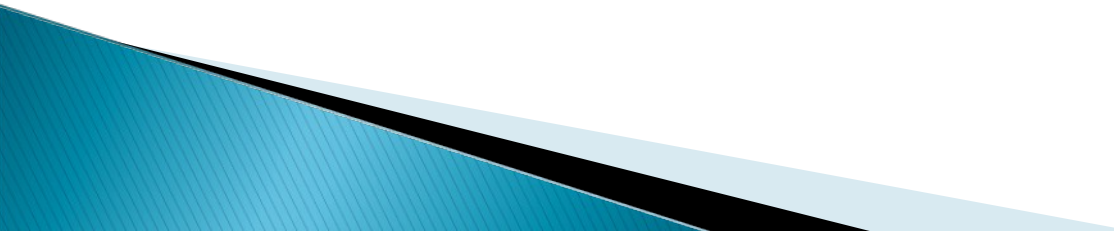
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Team Building

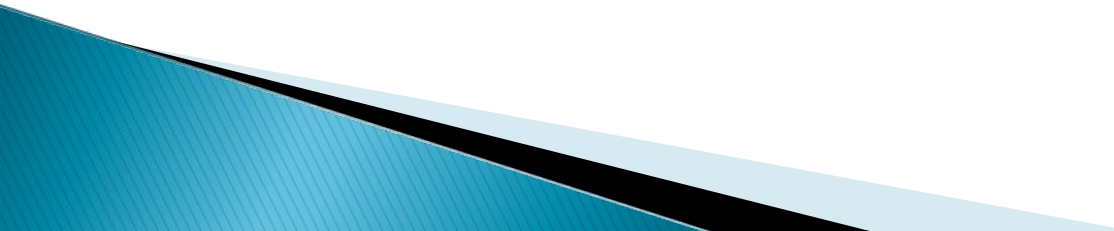
Your Teams within your
organization:

Are they effective?
If so, in what way?



Team Building

A team brings together people with different expertise and thus enables application of specialized knowledge in solving problems. Team building helps in improving organizational effectiveness and efficiency.



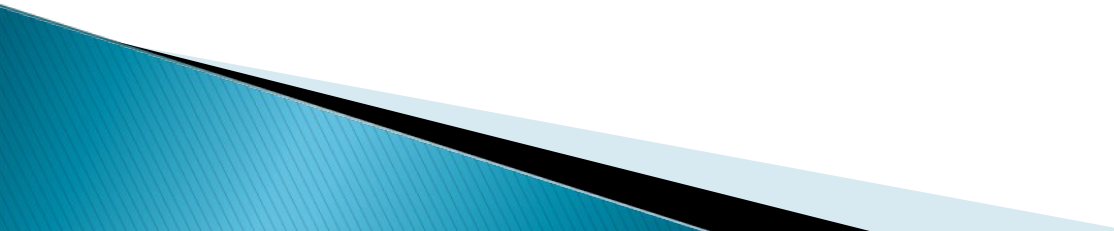
Team Building

The key elements of a team are goal sharing, interdependence, commitment and accountability. Two or more people who interact and influence one another.
(forming)

Team Building

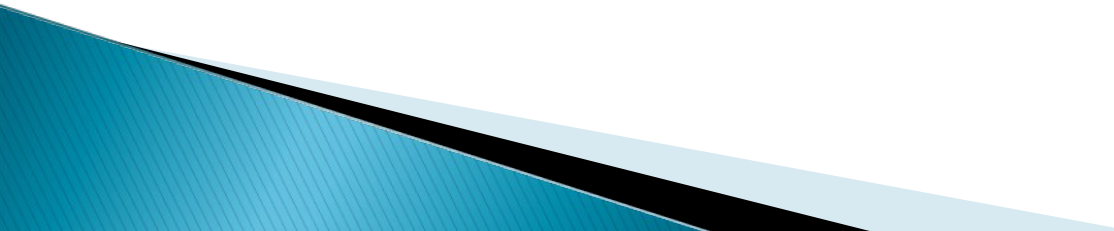
Walt Kelly wrote in 1970,

“We have met the
enemy and he is us.”



Team Building

For Most Teams, the “enemy” is a Lack of Communication

- ▶ Face to Face Communications
 - ▶ Be Clear and Concise
 - ▶ Set in Stone
 - ▶ Be Genuine
- 

Team Building

Stages in Team Building:

Forming – team members are oriented, become committed (awareness).

Storming – development of belonging.

Norming – cooperation, collaboration, communication.

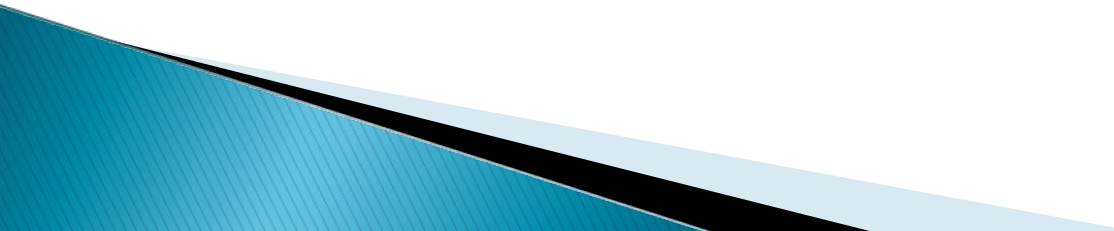
Performing – solve problems, interdependence results.

Adjourning – separation only after other four stages fail.

Team Building

The objective of team building is the removal of impediments to improving team effectiveness.

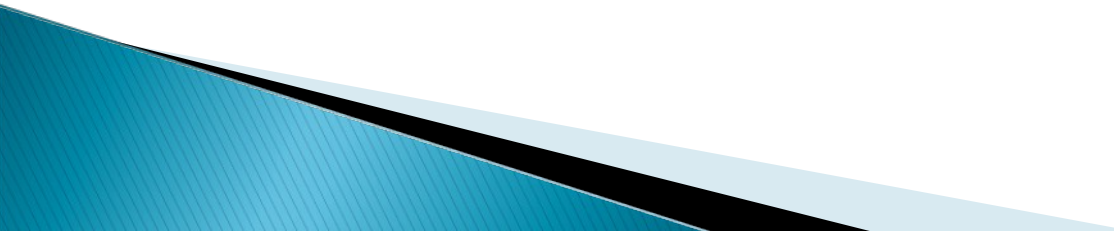
Madagascar Penguins and funniest teamwork



Team Building

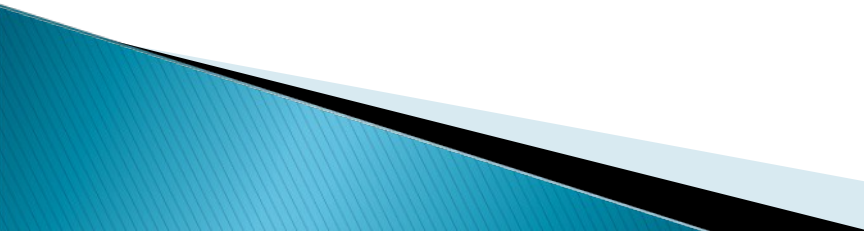
“We” Supersedes “Me”

**There is only one star that
matters, the Team.**



Team Building

Eagerness to sacrifice
personal interests or
glory for the welfare
of the team.



Team Building

Components of Team Building:

- Developing the individual
- Task Achievement
- Building and Developing the team

The power of teamwork - funny animation



Team Building

Team Spirit starts at the top. The
leader,

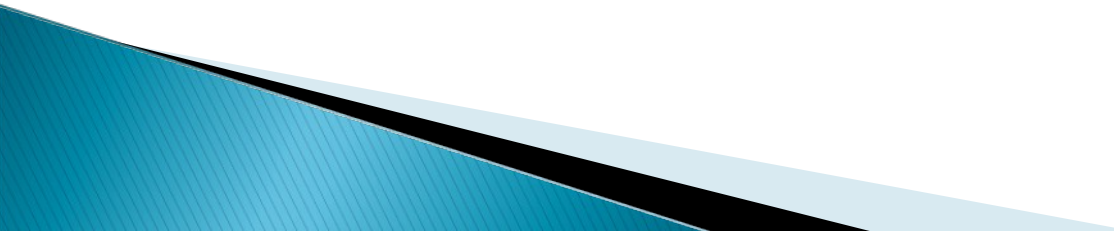
“YOU”

Must personify team spirit.

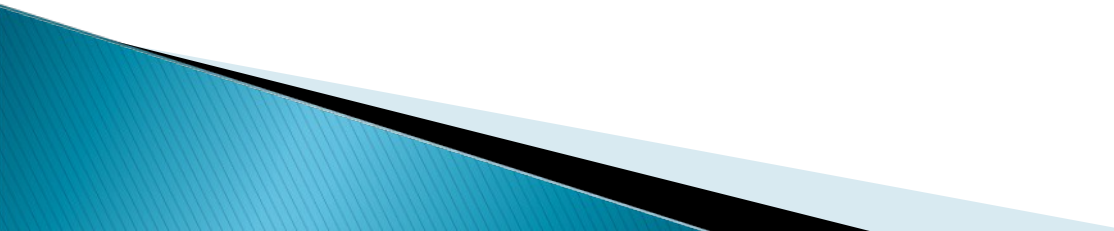


Team Building

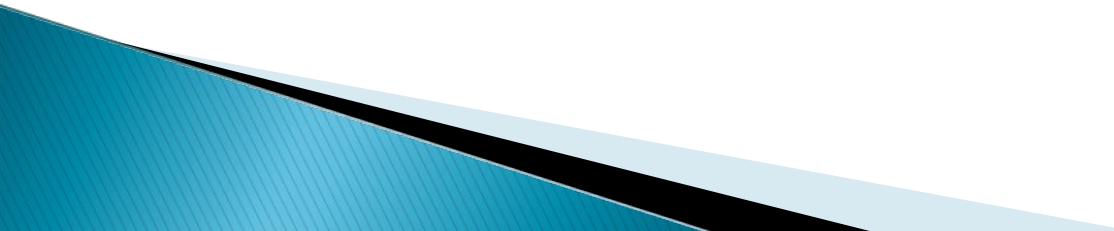
Improving Team Efficiency:

- atmosphere is informal and relaxed
 - Ample discussion about tasks
 - Create objectives
 - Listen to each other
 - Disagreements acknowledged & settled
 - Criticism should be frequent, not personal
- 

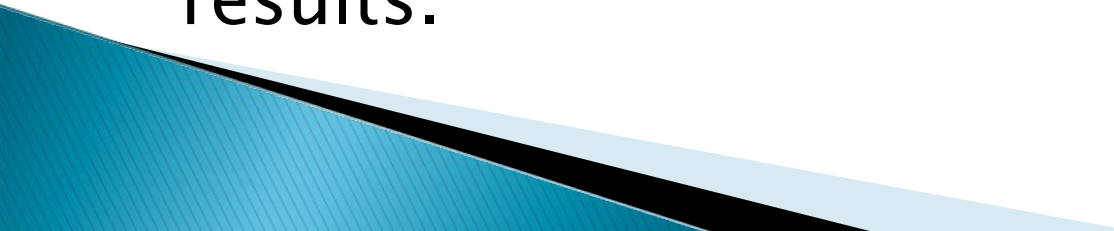
Team Building

- ▶ Team Meetings
 - ▶ Follow-up
 - ▶ Review of Performance Data
 - ▶ Reinforcement
 - ▶ Problem Solving
 - ▶ Planning Action
 - ▶ Communicating
- 

Team Building

- ▶ The Five dysfunctions of a Team – Lencioni
 - ▶ 5. Inattention to results
 - ▶ 4. Avoidance of Accountability
 - ▶ 3. Lack of Commitment
 - ▶ 2. Fear of Conflict
 - ▶ 1. Absence of Trust
- 

Team Building

- ▶ Effective Teams Behave...
 - ▶ 1. They trust one another.
 - ▶ 2. They engage in unfiltered conflict around ideas.
 - ▶ 3. They commit to decisions & plans of action.
 - ▶ 4. They hold one another accountable for delivering against those plans.
 - ▶ 5. They focus on achievement of collective results.
- 

Team Building

Studying Teams and Building the Best ones
Possible

Michael Jordan said,
“Talent wins games, but teamwork wins
championships”

Geese



Team Building

GO

TEAM!

