

NEW CONFERENCE PRESIDENTS ORIENTATION Team Building Barry Gane PhD with Hal Thomsen Dmin



- Teamwork is a "Principle-based " Value
- In other words, if you value teamwork, you have to commit to the principles that grow it
- You have to sow the right seeds
- To build a healthy team, you have to create an extraordinary amount of faith and belief among the team members.
 A mind set that puts the team first



 The purpose of this presentation is to clearly define and explain the 17 "Principles" of effective teamwork

 These principles serve as the "fundamental truths" leading to synergistic results

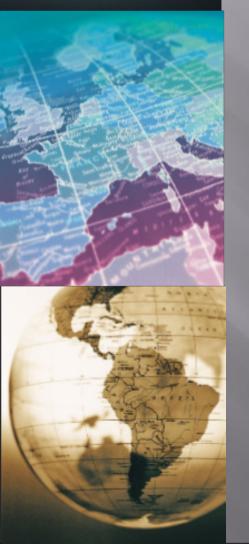
 They are constants, non-negotiable laws designed to cultivate trust and foster unity among team members



 Each is vital to the health and wellbeing of the team

 None can be violated without violating the team





• USE THE 17 PRINCIPLES TO:

- Build more focus, unity, trust and credibility into your conference
- Clarify expectations and guide your team on its mission
- Align your people and your systems, generating more accountability and responsibility among team members
- Pull together and experience the extraordinary power of the team



Put the team first



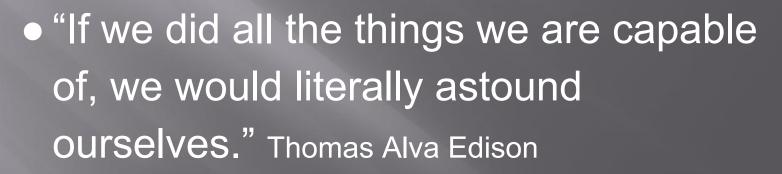




- Share team information openly
- "The word communication comes from the Latin communico, which means to share"



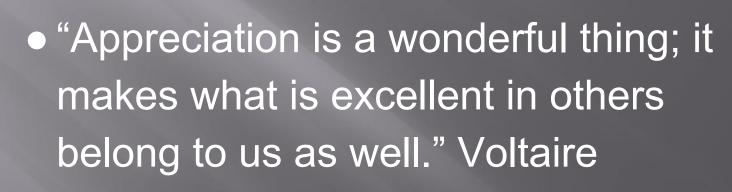
Be part of the solution







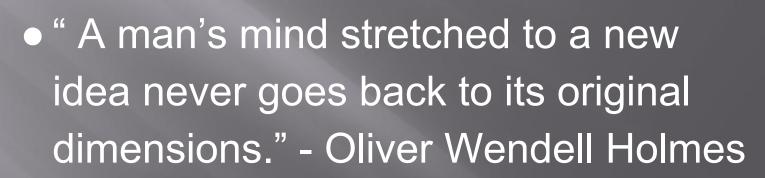
Seek first to understand







Respect Other Opinions





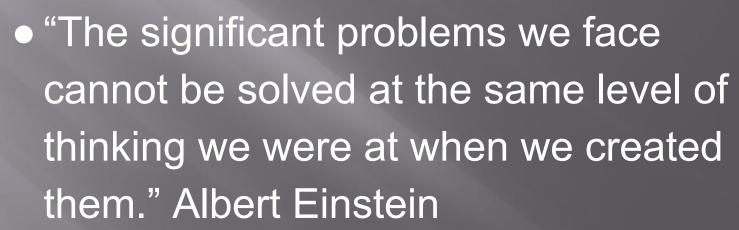


Ask and encourage questions

 "The important thing is not to stop questioning. Curiosity has its own reason for existing." Albert Einstein



Make rational decisions







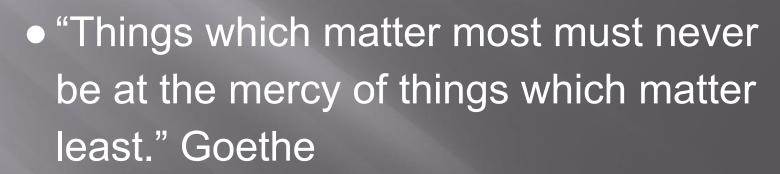
Eliminate internal competition



 "Great discoveries and achievements invariably involve the cooperation of many minds." Alexander Graham Bell



Build trust with integrity







Treat one another with dignity



 "What lies behind us and what lies before us are tiny matters compared to what lies within us." Oliver Wendell Holmes



Commit to excellence



 "We are what we repeatedly do.
 Excellence, then is not an act, but a habit." Aristotle



Be accountable for your actions



 "Example is not the main thing influencing Others – it is the only thing." Albert Schweitzer



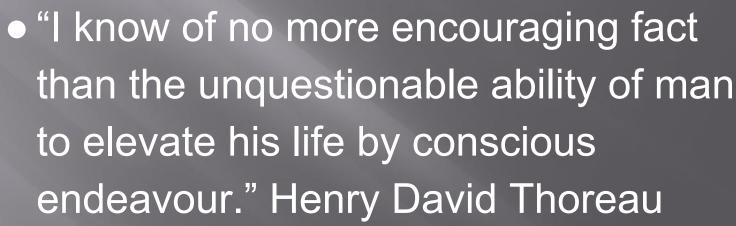
Accept mistakes and learn from them

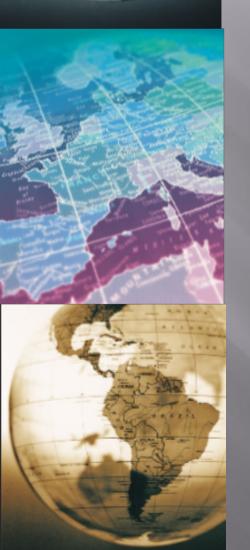


 "Our greatest glory is not in never failing, but in rising up every time we fall." Ralph Waldo Emerson



Learn continuously







Promote interdependence



 "Build for your team a feeling of oneness, of dependence on one another and of strength to be derived by unity." Vincent Lombardi



Be patient and persevere



 "We will either find a way or make one." Hannibal



Pull the weeds



"We must cultivate our garden." Voltaire





- As geese flap their wings, they create an uplift for the birds that follow
- By flying in a "V" formation, the whole flock adds 71% greater flying range than if any bird were to fly alone.
- "If we share a common direction and a sense of community, we can get where we're going more quickly and easily because we are traveling on the thrust of one another."



- Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone, and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front.
- If we have as much sense as geese, we will stay in formation with those who are headed where we want to go, and we will be willing to accept their help as well as give ours to others.



- When the lead goose gets tire, it rotates to the back into formation and another goose flies at the point position
- If we take turns doing the hard tasks and sharing leadership as with the geese, we become dependent on each other



- The geese in formation honk from behind to encourage those up front to keep up their speed.
- If we "honk," we need to make sure it is encouraging



 When a goose gets sick or wounded or is shot down, two geese drop out of formation and follow it down to help and protect it.

 They stay with it until it is able to fly again or dies.



 If we have as much sense as geese, we too will stand by each other in difficult times, as well as when we are strong

 Let us all try to fly in formation and remember to drop back to help those who might need it!



Tuckman's Phases of Team Growth



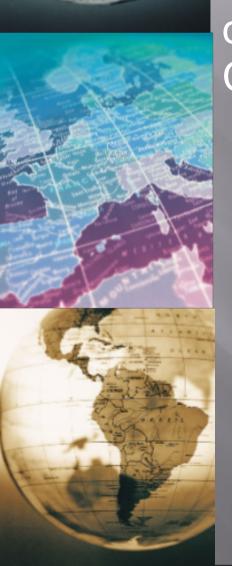
1		TEAM STRUCTURE	TASK ACTIVITY
	FORMING	There is anxiety, dependency on a leader, testing to find out the nature of the situation and what behavior is acceptable.	Members find out what the task is, what the rules are, and what methods are appropriate.
	STORMING	Conflict between sub-groups, rebellion against the leader, opinions are polarized, resist control by the group, conflicts over intimacy.	Emotional resistance to demands of task.
	NORMING	Development of group cohe-sion, norms emerge, resistance overcome and conflicts patched up, mutual support and development of group feeling.	Open exchange of views and feelings; cooperation developed
	PERFORMING	Interpersonal problems are resolved, interpersonal structure is the tool of task activity, roles	Emergence of solutions to problems, constructive attempts at task completion, energy is now

available for effective work; this is

the major work period.

are flexible and functional.





TEAMWORK From Team to Community

Scott Peck in "A Different Drum" describes what it takes for move team to Community

- Pseudocommunity
 - Being nice/polite John 1:35 42
- Chaos
 - Open fighting Matt. 17 20
- Emptiness
 - o Matt. 26:75, Phil. 2:3 11
- Community
 - o Acts 2:44, Phil. 2:3 11