



NEW CONFERENCE PRESIDENTS ORIENTATION

Team Building

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TEAMWORK

- 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



TEAMWORK

- 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



TEAMWORK

- Each is vital to the health and wellbeing of the team
- None can be violated without violating the team







TEAMWORK

- 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
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TEAMWORK PRINCIPLE #1

- Put the team first
 - “You can accomplish anything in life, provided that you do not mind who gets the credit.” David McCullough
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TEAMWORK PRINCIPLE #2

- Share team information openly
 - “The word communication comes from the Latin communico, which means to share”
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TEAMWORK PRINCIPLE #3

- Be part of the solution
 - “If we did all the things we are capable of, we would literally astound ourselves.” Thomas Alva Edison
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TEAMWORK PRINCIPLE #4

- Seek first to understand
 - “Appreciation is a wonderful thing; it makes what is excellent in others belong to us as well.” Voltaire
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TEAMWORK PRINCIPLE #5

- Respect Other Opinions
 - “ A man’s mind stretched to a new idea never goes back to its original dimensions.” - Oliver Wendell Holmes
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TEAMWORK PRINCIPLE #6

- Ask and encourage questions
- “The important thing is not to stop questioning. Curiosity has its own reason for existing.” Albert Einstein







TEAMWORK PRINCIPLE #7

- Make rational decisions
 - “The significant problems we face cannot be solved at the same level of thinking we were at when we created them.” Albert Einstein
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TEAMWORK PRINCIPLE #8

- Eliminate internal competition
 - “Great discoveries and achievements invariably involve the cooperation of many minds.” Alexander Graham Bell
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TEAMWORK PRINCIPLE #9

- Build trust with integrity
 - “Things which matter most must never be at the mercy of things which matter least.” Goethe
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TEAMWORK PRINCIPLE #10

- 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





TEAMWORK PRINCIPLE #11

- Commit to excellence
- “We are what we repeatedly do. Excellence, then is not an act, but a habit.” Aristotle





TEAMWORK PRINCIPLE #12

- Be accountable for your actions
- “Example is not the main thing influencing Others – it is the only thing.” Albert Schweitzer





TEAMWORK PRINCIPLE #13

- 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







TEAMWORK PRINCIPLE #14

- Learn continuously
- “I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavour.” Henry David Thoreau





TEAMWORK PRINCIPLE #15

- 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
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TEAMWORK PRINCIPLE #16

- Be patient and persevere
- “We will either find a way or make one.” Hannibal





TEAMWORK PRINCIPLE #17

- Pull the weeds
- “We must cultivate our garden.” -
Voltaire





TEAMWORK

“Lessons From The Geese”

- 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.”



TEAMWORK

“Lessons From The Geese”

- 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.



TEAMWORK

“Lessons From The Geese”

- 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



TEAMWORK

“Lessons From The Geese”

- 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



TEAMWORK

“Lessons From The Geese”

- 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.




TEAMWORK

“Lessons From The Geese”


- 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



	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 are flexible and functional.	Emergence of solutions to problems, constructive attempts at task completion, energy is now available for effective work; this is the major work period.





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
 - Matt. 26:75, Phil. 2:3 - 11
- Community
 - Acts 2:44, Phil. 2:3 - 11