



# TEAM WORK-OUTS

## “BRIDGING TEAM SILO’S”

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# TEAM-BUILDING/ ORGANIZATIONAL DEVELOPMENT



# WHAT'S IN IT FOR YOU!

## AGENDA

Today you will learn:

- Increase creativity in building cohesive teams;
- Skills to empower your personnel;
- Best practices, tools and examples of successful team work-outs;
- Skills in developing a safe environment during the work-out sessions and;
- Motivation to develop team work-outs that will inspire and empower teams at all levels.





# Group Coaching

WORKING WITH TEAMS IN ORGANIZATIONS TO HELP THEM  
RECOGNIZE THAT TEAMS CAN OUTPERFORM INDIVIDUALS  
ACTING ALONE OR IN GROUPS, ESPECIALLY WHEN PERFORMANCE  
REQUIRES MULTIPLE SKILLS AND EXPERIENCE.

Group Coaching helps *teams* break silo's improving self awareness, team development, increase trust and address conflict. All of which will help them increase their performance and deliver the business vision and goals.

# WHAT IS YOUR TEAM MEMBERS EMOTIONAL INTELLIGENCE?

## What is **Emotional Intelligence** ?

- **Emotional Intelligence** is the **ability** to **identify our own emotions and those of others, to self-motivate ourselves and know how to monitor our emotions and those of the people around us.**



# WHY IS IT IMPORTANT TO INCREASE EMOTIONAL INTELLIGENCE IN TEAMS?

**Emotional intelligence** can greatly impact your team's work life and team dynamics, so it's **key** to understand exactly what it is and why it is so **important**.

Every **team** is comprised of people with different strengths, personalities and **emotions**, which can greatly influence the way they work.

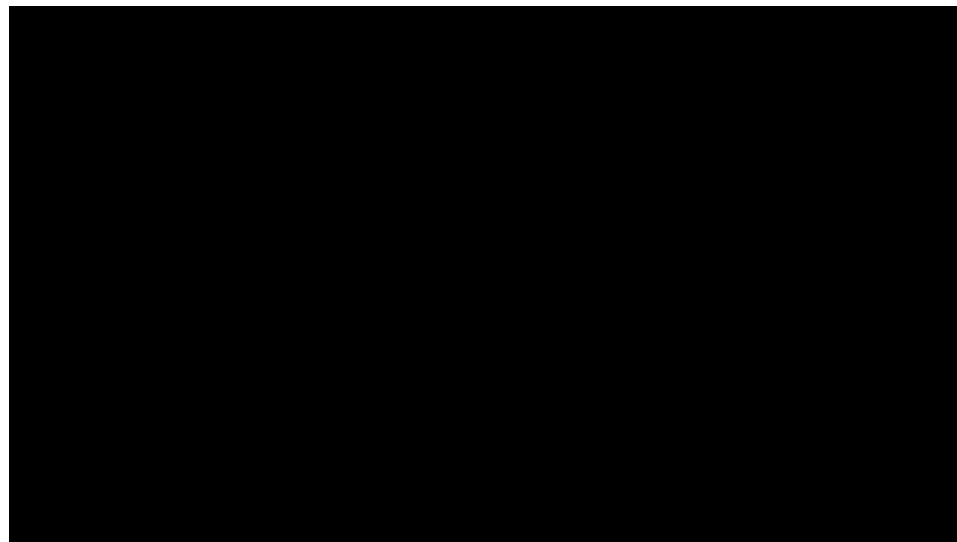
# WHAT IS IN IT FOR YOUR TEAM?

Developing emotional intelligence takes time and commitment, but having strong Emotional Intelligence is now a necessary quality for organizational success.

Fortunately, you can learn the skills of emotional intelligence and begin applying them in your workplace right away. As you do, you'll begin to notice a change in the way decision makers and co-workers respond to you.



# EMOTIONAL INTELLIGENCE





You are only as powerful as you are joyful in the moment! - Abraham Hicks



PRAGATI  
www.pragatileadership.com  
Appreciation & Gratitude



Regular Practice  
Meditation  
Being Awareness

Techniques

Tools to Develop EI  
Non-violent Communication  
Be impeccable in your word  
Don't take anything personally. It's not about you!  
Always do your best  
No assumptions Ask, Clarify, Question?

RET (Rational Emotive Therapy)  
A-B-C...DI

EFT (Emotional Freedom Technique)



What is EI?

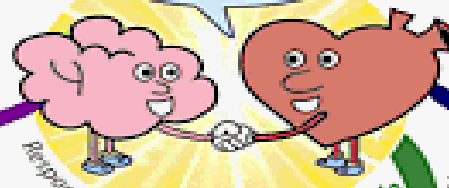
My Feelings	Others' Feelings
Self-control	Inspirational
Initiative	Change
Achievement	Catalyst
Emotional	Empathy
Self-Awareness	Social Awareness

Action  
Awareness

4 Agreements  
By Don Miguel Ruiz

Always do your best  
No assumptions Ask, Clarify, Question?

Emotional Intelligence



Response = Awareness + Action

Responding to Others' Emotions

Deep Listening

Encouraging dialogue & open discussion



Look for Win-Win

Probing for different perspectives  
Use open-ended questions

Interest & empathy for peoples' concerns



Reading a group's emotional state



Undercurrents  
Power Relationships

Use positive emotions to build a great new vision  
Joy  
Energy  
Enthusiasm  
Peace



Emotions remind us to initiate change



Confront negative emotions with compassion



- Acknowledge them
- Clear them
- Move on to the positive!

Responding to My Emotions  
Be Aware  
Get to the bottom  
Deeply Held Beliefs



Be Aware

Get to the bottom



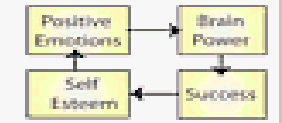
Innovation

Engagement & Retention



Higher Productivity

Enhanced Learning



Benefits of EI

Personal Wellbeing



Positive Relationships

Enthusiasm



Better Health

Achievement of your goals



At Work

Leaders with High EI -> Higher Financial Performance

Leadership



Customer Value Delivery

Higher Productivity

Enhanced Learning

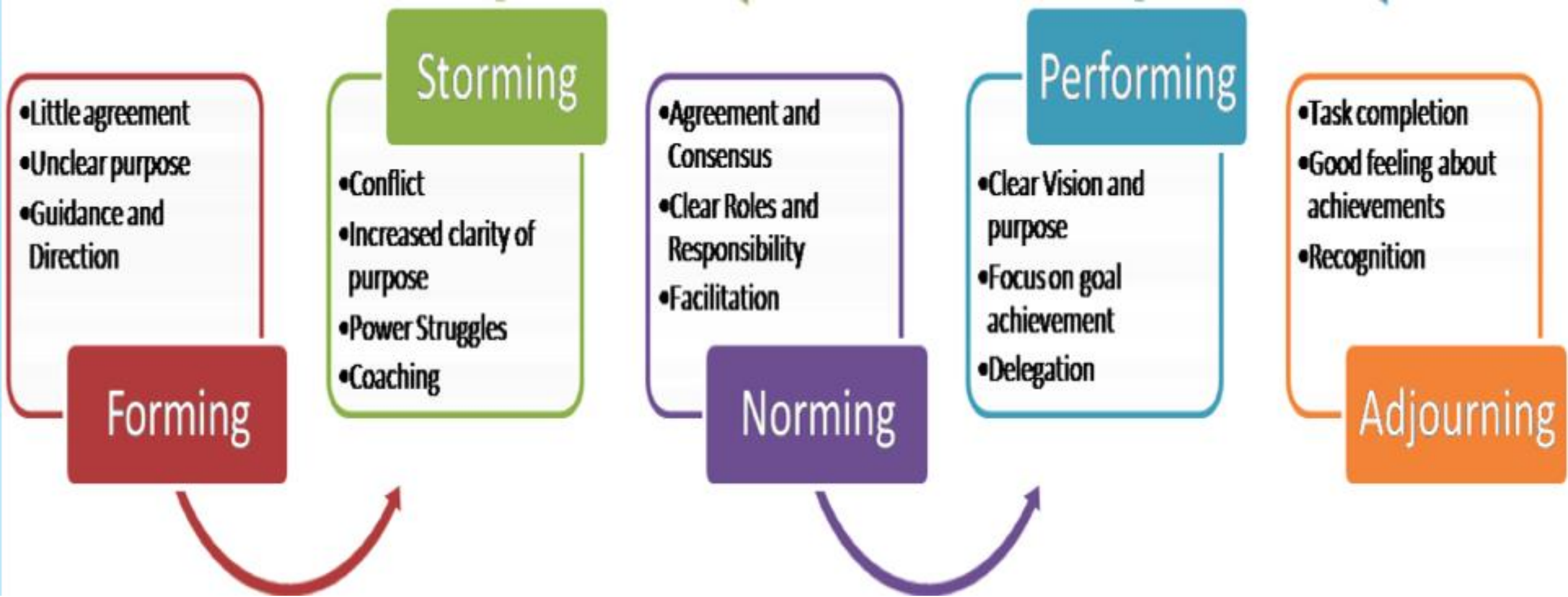
Remember: This too shall pass away!

Created by www.nityawakhlui.com  
July 2010



# TEAM BUILDING TOOLS





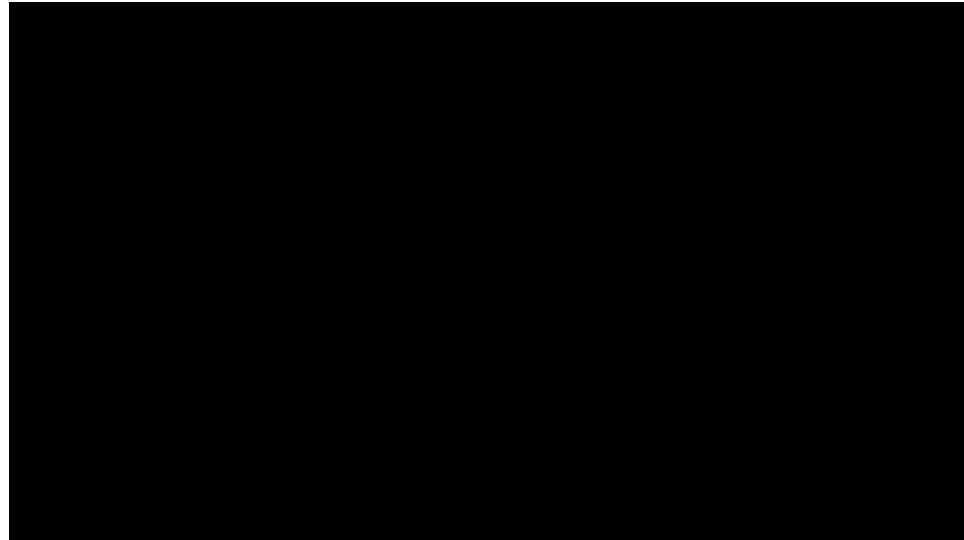
## STAGES OF TEAM DEVELOPMENT

### What is the Tuckman tool?

In 1965, Bruce Tuckman, an educational psychologist developed one of the most influential models for group formation. Based on his observations of group behavior in different settings and on literature study, he came up with a model representing the different phases groups need to go through to grow as a team.

The model initially consisted of four distinct stages of group formation: forming, storming, norming and performing. Later, a fifth stage was added, called 'adjourning' or 'mourning'. They represent the necessary and inevitable stages from facing challenges, tackling problems, finding solutions and planning work to ultimately delivering results as a team.

# EXAMPLE OF TEAM DEVELOPMENT





## TEAM WORK-OUT CONVERSATION STARTER TOOL

The **Diversity Thumball** is a fun training tool that tackles a difficult topic with smarts and sensitivity. Thumball™ is a soft 6" stuffed vinyl ball that looks like a cool soccer ball and has 32 panels pre-printed with questions suited for adults and teens. Toss it around in a group and ask participants to share their reaction to whatever prompt lies under their thumb.

## **Build relationships, friendships, and mutual respect!**

Whether your group already knows each other well or is just meeting for the first time, the Getting Acquainted Thumbball Set will have a perfect set of discussion prompts. The set of 6 Silver Series Thumbballs offers almost 200 discussion topics to stimulate conversation. Choose a ball that will help stir up simple conversations or develop deeper, more meaningful relationships. The balls are super easy to use! Just toss it to another player and ask the recipient to look under their thumb and respond to the prompt. With this playful tool, you'll:

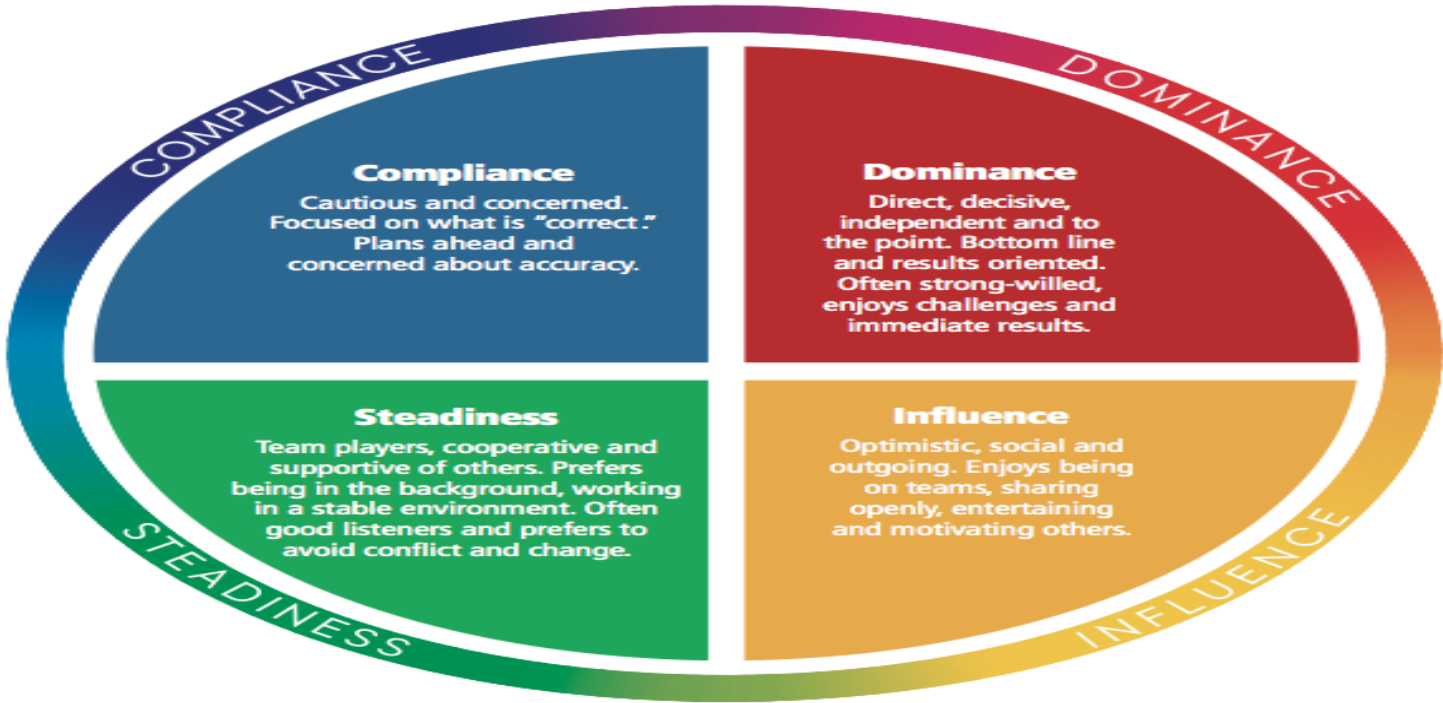
- Break the silence with easy-to-answer ICEBREAKERS
- Find COMMON GROUND with others in your group
- Open your group up to more meaningful sharing with SESSION OPENERS?
- Learn where folks fall on a variety of continuums with WHICH ARE YOU AND WHY?



## TEAM WORK TEAM PLAY CARDS

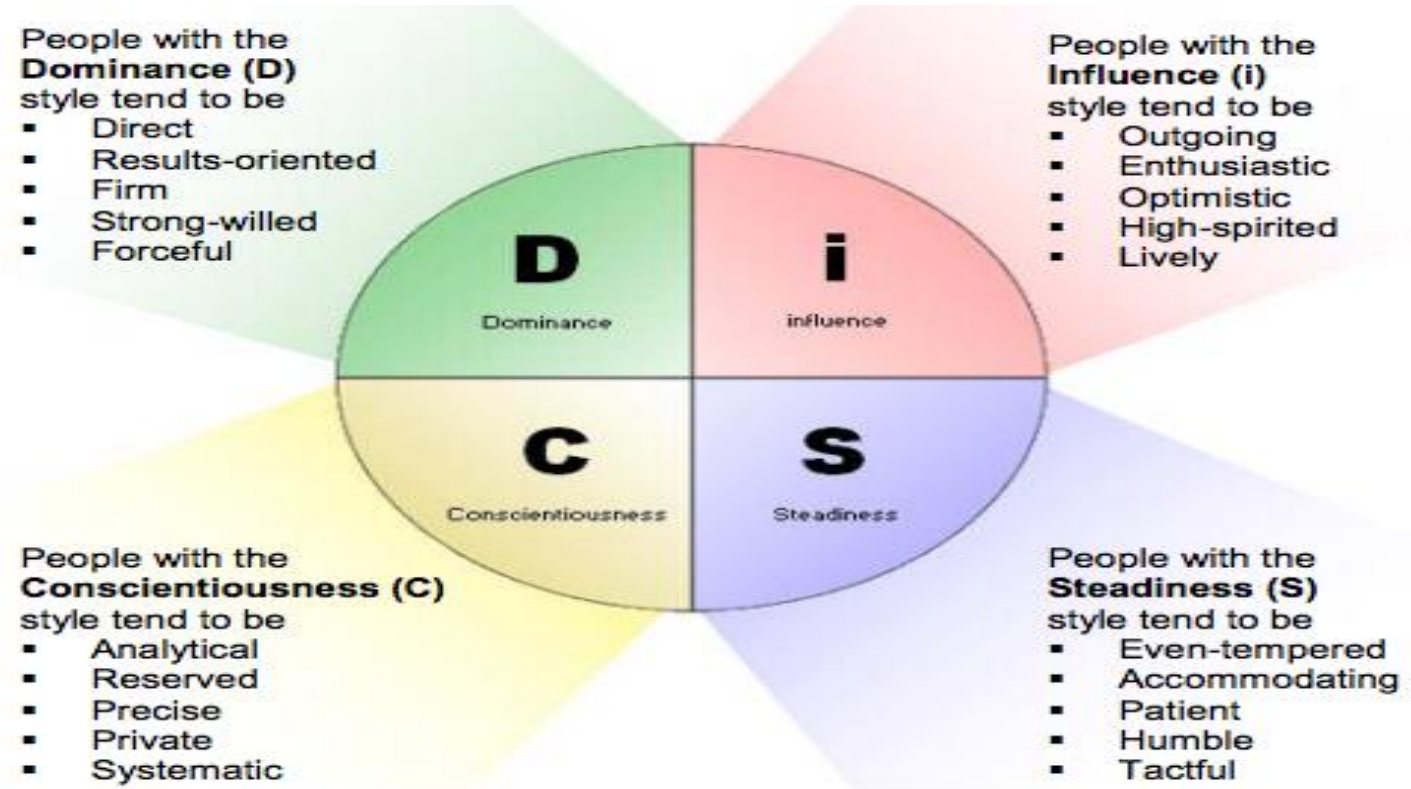
With this newly redesigned deck of cards by Jim Cain, you can facilitate over a dozen powerful team and community building activities. In addition to the 52 cards in a typical deck, this collection also includes additional debriefing cards, puzzles, challenges, icebreaking questions, character building activities, games and instructions for helping you utilize the power of these cards to the fullest.

# ASSESSMENTS

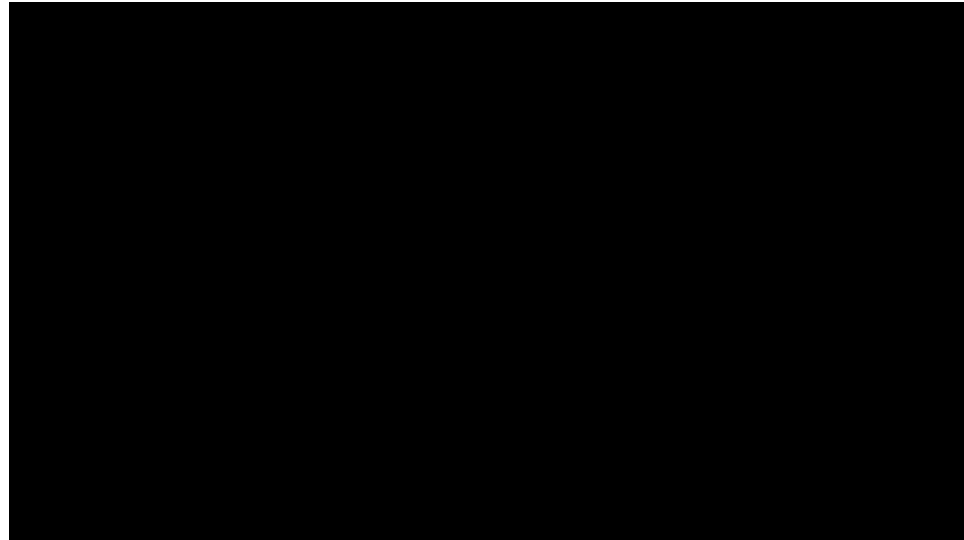




# D.I.S.C.



# **AN EXPLANATION OF DISC PROFILING**



# SDI

## Understanding What's Important to Each Team Member





# SDI

**The Strength Deployment Inventory (SDI)** helps people understand themselves by helping them understand the motives that drive their behaviors in two different conditions — when things are going well and when they face conflict. By increasing self-awareness and interpersonal awareness, it increases personal effectiveness and interpersonal effectiveness.

# THE 5 BEHAVIORS OF A COHESIVE TEAM



# SELF-AWARENESS

The ability to recognize and name your own emotions, and how they affect your thoughts and behaviors. It helps you understand objectively and accept your strengths and weaknesses. As a result you have more self-confidence.



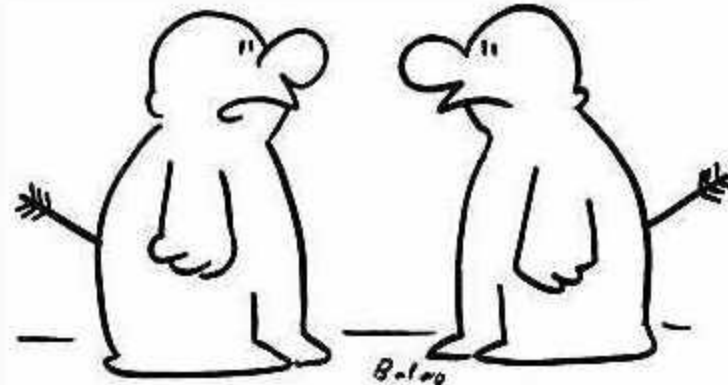
# SELF-MANAGEMENT

The ability to control impulsive feelings and behaviors, demonstrate and manage your emotions in healthy ways and take initiative and follow through in commitments.



# SOCIAL AWARENESS

The ability to understand others points of view, their emotions, concerns, needs, and show empathy.



"I know exactly how you feel."



# RELATIONSHIP MANAGEMENT

The ability of using social awareness to build and maintain good relationships, communicate clearly, inspire and influence others, as well as manage conflict effectively.





**THANKS FOR  
PARTICIPATING**

“[Team player vs team builder]  
Players focus on the wins and the loses.  
Builders focus on the team and future of the vision.  
Let's move our members from team player to team builder.”  
— [Janna Cachola](#)