



Canada

COLLABORATIVE TEAM DEVELOPMENT

Ministry of Mining and Heavy Industry

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—— Learning Objectives

Participants will be able to understand:

- Building a successful foundation for teams based on strengths.
- Strengthened the shared vision to move to a collaborative organizational culture.
- Learning to communicate and trust your team.

— Organizational context

How you see the glasses as a full or empty and what you choose to fill it with determines the organizational culture.

Let`s fill with our *good experience, intention, best practices.*



—— Advantages to the Ministry

- Achieves compliance with legislations and regulations;
- Promotes a positive work environment;
- Promotes respect and diversity in the workplace;
- Reduces organizational risk;
- Improves efficiency and effectiveness; and
- Motivates collaboration.



**MINISTRY OF MINING
AND HEAVY INDUSTRY**

_____ Key Elements of Team Growth

- ***Forming***

The team members begin to explore the boundaries of group behavior.

- ***Storming***

The team faces resistance to change, conflict and unrealistic goals or workload are highlighted.

- ***Norming***

The team can now begin to express positive criticism and supportive behavior.

- ***Performing***

Self change and focus on team problem solving.

Learning experience



—— Key elements to a collaborative team

- Positive interdependence and interaction
- Individual accountability and ownership of the processes
- Continuous development of interpersonal and group skills

—— How to look at the process

- Like a puzzle, we explore the boundaries.
- Key puzzle pieces to put in the puzzle.



—— Why the positive inquiry works?

- Positive images of the future trigger action in the present.
- Images or stories are found in our conversation with each other.
- We remember stories, they provide meaning and are a significant part of our memory.
- More positive statements are a success factor for change.
- Individuals & groups can then weave the best of “what is” into formal and informal practices.

—— Paired interview

- Ask and interview each other on the given topic (in total 20 minutes, 10 minutes each interview).
- Take notes on each others answers and stories.
- Share the information with the sub-groups.
- The subgroups of 10 people each will summarize the paired interviews for up to 20 mins.
- Look for the common themes and values experiences.

_____ Interview questions

- Tell me a time that stands out for you that made a positive impact and why?
- What would like to change in the work environment, resources, facilities, training, or culture?
- Describe one or two star employees you have worked with and what were their qualities or attributes. What did they do to enhance the team or organization?
- When the current COVID crisis is over and we are back at the workplace what small steps could be taken to ensure a positive restart in team collaboration?

_____ Group exercise

Present to the entire group by each of the subgroups for 5-7 mins:

Please choose a presenter. So that they are prepared to present the:

- ***Positive Values***
- ***Positive Behaviors***
- ***Positive Best practices***

All the notes to be given to the Senior HR Specialist.

— Organizational Value

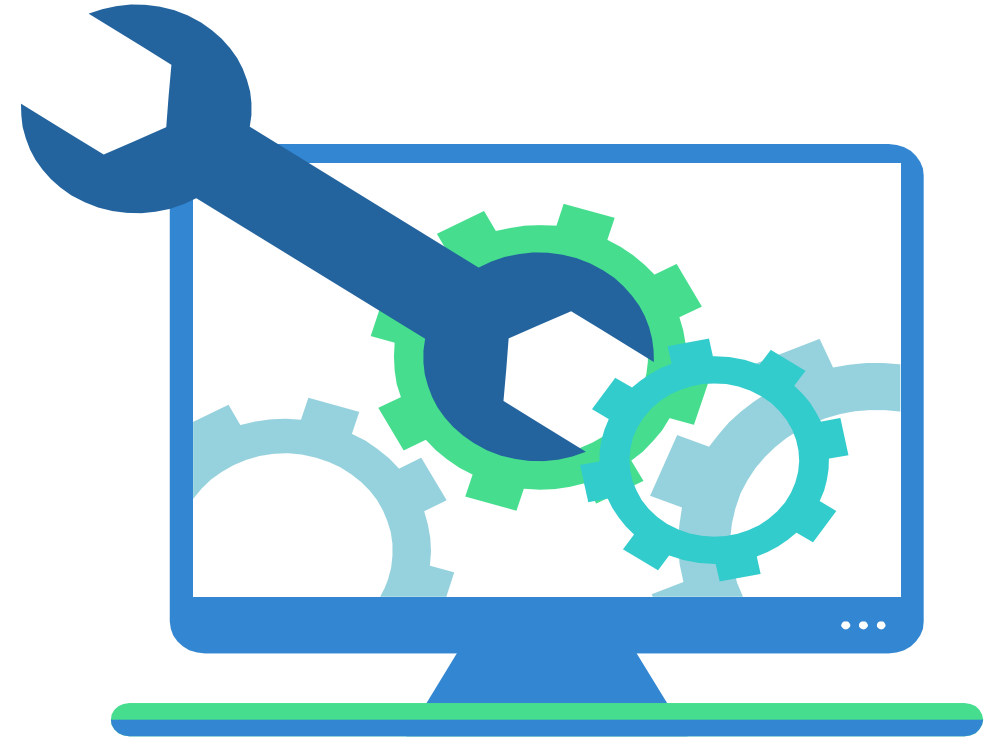
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Iceberg of organizational culture



—— What will stop all progress

- Some internal competition in the workplace that is unhealthy;
- The result is reduced productivity;
- Stress, loss of creativity and stagnate teams.



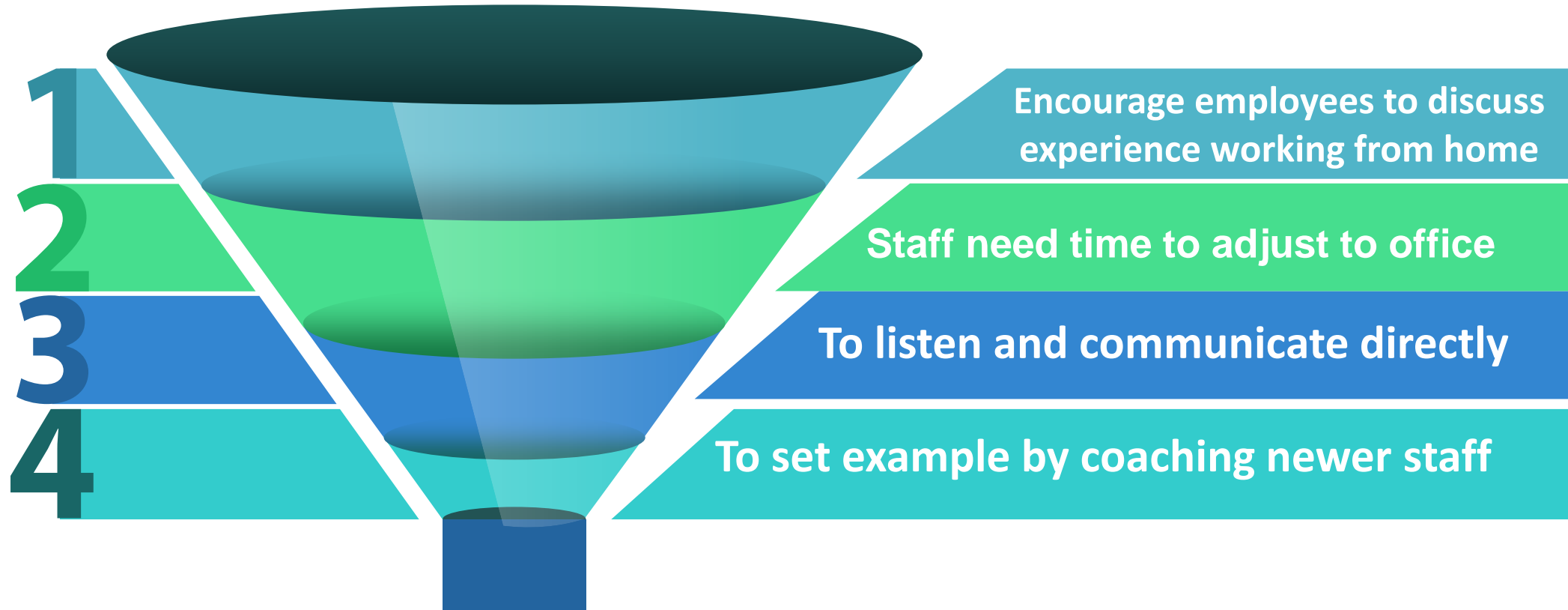
Reset for Leadership

- Returning to the office provides opportunity for experienced and senior staff to
- Balance competition with collaboration.
- Put value on the process not just outcomes (discussion)



Next steps

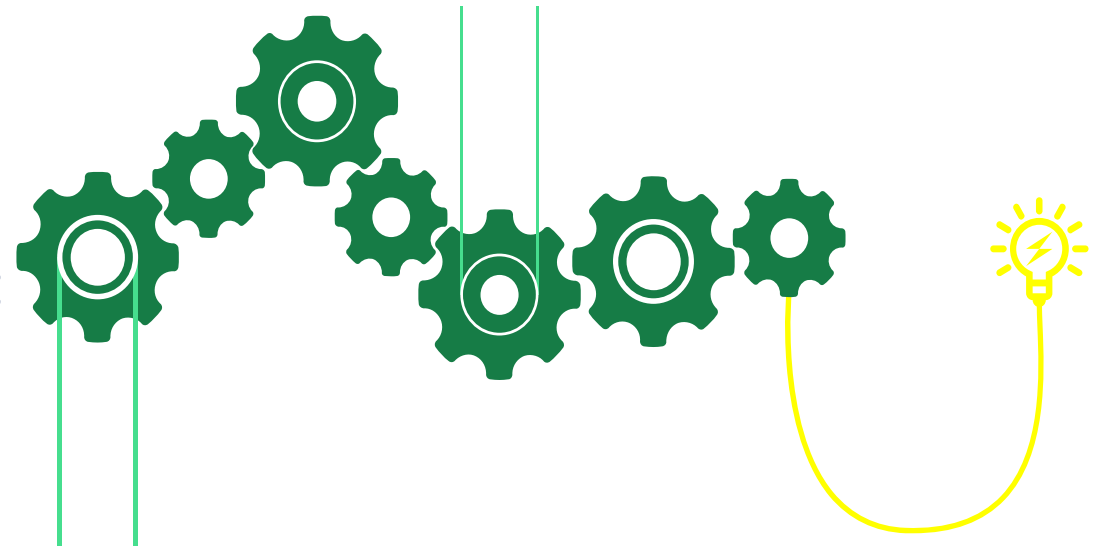
Leaders perspective:



Next steps

Organizational perspective:

- Invest in technology that brings employees together including remote workers;
- Collaboration is a priority with leadership;
- The right start with hiring and onboarding;
- A formal process for staff to be fully cross-trained;
- Support feedback and communication.



— Next steps

Staff perspective

- Be open to change and new ideas;
- Learn to communicate within the team;
- Learn your personal organization skills and be accountable; and
- Accept and give positive feedback.



—— Skills and Behaviors of Successful teams

- Value team members;
- Trust and commitment to the team;
- Foster high positive approach to decision making;
- Communication is open and transparent;
- Work to resolve conflict; and
- Respect team decisions.



Q&A





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