# COLLABORATIVE TEAM DEVELOPMENT

Fresh Water Resources and
Nature Conservation Center

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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.
- Learning the role of accountability and collaboration.

# Organizational context

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




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

# Advantages to the FWRNCC

- Achieves compliance with legislation;
- Improves reputation;
- Promotes a positive work environment;
- Promotes respect and diversity in the workplace;
- Reduces organization risk;
- Improves efficiency and effectiveness;
- Enhances workplace health and safety;
- Employer of choice; and
- Motivates collaboration.

# Trust , Communication and a Shared Vision

How do we get from our current reality to achieving successful team performance and a collaborative results driven organizational culture?

# 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 appreciative 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 35 minutes,17 minutes each interview).
- Take notes on each others answers and stories.
- Share the information with the sub-groups.
- The subgroups of 6 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?
- Recall a time working with a team that you were inspired and what did that team do?
- In one year from today when the organization is recognized as been the most effective in government what skills would you say have been the most effective?

# 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 HR Specialist.*

# Organizational Value

https://pollev.com/esuoba059

# Iceberg of organizational culture




Behaviors, systems, processes, policies




Ideals, goals, values, aspirations




Underlying assumptions

# Where do we go from here?

What can the organization do ?

- Invest in technology that brings employees together including remote workers;
- Collaboration is a priority with leadership;
- The right start with hiring and onboarding; and
- Support feedback and communication.

# What can you do

- 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.

# Accountability

## Accountability Agreement

- A promise and obligation to yourself and the team to deliver specific results for shared achievement and conduct your behavior respectively.

# Principles of Accountability

**Accountability is meaningless without consequences:**

- Negotiated consequences are bargains tailored to the individual
- They can be positive or negative
- Bonus
- Promotion
- Sought after projects
- No increase in budgets
- No transfer or great assignment

## Risk

- They may concern people on doing the agreement;
- It carries the burden of the promise made: it is explicit about results, regardless of circumstances;
- It leaves more room for decision making and more room for error; and
- It creates upward flow of accountability.

# Benefits of accountability

- Role clarity, negotiation of expectations, interdependencies
- Creating room for personal decision- making, personal growth
- Enabling people to let go of what is not their accountability
- Enhancing commitment to outcomes
- Providing a context for goal-setting
- Building rational for organizational decisions, structure

# Q&A



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