

Team Building

Specific Team Building Strategies

Interaction

Developing a high degree of interaction is crucial to team success. A leader should provide structured activities to help the group develop familiarity, identify commonalities and establish positive communication. Examples include:

- Ice Breakers
- Small group assignments
- Planned social time

Effective Meetings

From establishing initial goals to completing projects, teams must be actively involved in all major planning activities and decision-making. Leaders who try to complete these processes without the group, often find themselves with a group in the storming stage. (See Tuckman's stages of team development)

- Organize every meeting by defining the purpose, agenda and time limits
- Use visual aids: handouts, flip charts, videos
- Structure discussion by using ground rules, a time keeper and referral to a smaller group if an issue lacks clarity
- Use decision making tools: brainstorming, multi-voting, decision-matrix
- Assign roles at meetings: leader, secretary, time keeper, ground rule referee, social coordinator
- Balance task and maintenance activities
- Neither the leader nor another member should be allowed to dominate discussion time.

Conflict Intervention

Part of effective leadership includes facilitating constructive communications when differences arise.

- Monitor adherence to ground rules. Share positive observations with group.
- Discuss negative observations only with the individual(s) displaying the behavior.
- Focus on issues, not on people
- Confront issues as soon as they arise
- Ask the group for help in determining the best method for resolving the differences