



1

**Handout
for this
program**



<https://bit.ly/3GEnx49>

@DaveGonzoKelly

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What is Team Building?

Post your ideas in the chat



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The Objective of Team Building

The objective of team building is to create **commonalities** in different environments so people can **work** together.



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Team Building

Team building does not happen overnight, it is a process.



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Ways that teams are built

- Hand-picked or selected
- Elected
- People join
- Gravitational pull



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Keys to Team Building

1. Make people feel **welcome**.
(Greeter and name tags.)



7

Keys to Team Building

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2. Get people to **interact**. (Share something about themselves)



8

Keys to Team Building

1. Make people feel **welcome**. (Greeter and name tags.)
2. Get people to **interact**. (Share something about themselves)
3. Get to know others on a **deeper** level. (Work on activity that gives team members a chance to know each other better)



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Keys to Team Building

1. Make people feel **welcome**. (Greeter and name tags.)
2. Get people to **interact**. (Share something about themselves)
3. Get to know others on a **deeper** level. (Work on activity that gives team members a chance to know each other better)
4. Have a **shared** experience. (Ropes course, group recreation, etc.)



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Keys to Team Building

5. Get to know each other socially.



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Keys to Team Building

5. Get to know each other socially.
6. Move forward with the team:
 - a. Have a vision for the team.



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Keys to Team Building

5. Get to know each other socially.
6. Move forward with the team:
 - a. Have a vision for the team.
 - b. Do goal planning.



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Keys to Team Building

5. Get to know each other socially.
6. Move forward with the team:
 - a. Have a vision for the team.
 - b. Do goal planning.
 - c. Assign responsibilities for everyone to increase involvement and avoid burnout.



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Keys to Team Building

7. Members need to put team **above** self in matters impacting the team.



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Keys to Team Building

7. Members need to put team **above** self in matters impacting the team.
8. Know how you will **conclude** the team **successfully**.



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MIC DROP!!

A photograph of Taylor Swift performing on stage. She is wearing a silver, sequined, one-shoulder dress and has her arms raised. She is smiling and looking upwards. The background is dark with some stage lights.

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**Modes of
Managing
Conflict**

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Modes of Managing Conflict

Avoiding = Ostrich



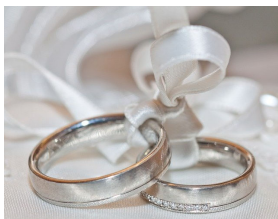
21

Modes of Managing Conflict

Avoiding = Ostrich



Accommodating = Marriage



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Modes of Managing Conflict

Avoiding = Ostrich



Competing = Survivor



Accommodating = Marriage



23

Modes of Managing Conflict

Avoiding = Ostrich



Competing = Survivor



Compromise = Congress



Accommodating = Marriage



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Modes of Managing Conflict

Avoiding = Ostrich



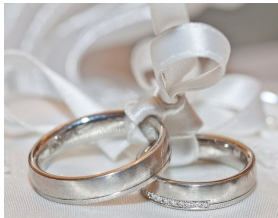
Compromise = Congress



Competing = Survivor



Accommodating = Marriage



Collaborating = Win-Win



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Dave's Five Concepts to resolve conflict and have difficult conversations

1. If you have a conflict with someone and you do not take it to that person, then it can't be very significant.



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Dave's Five Concepts to resolve conflict and have difficult conversations

1. If you have a conflict with someone and you do not take it **to** that **person**, then it can't be **very significant**.
2. Deal with conflict **one-on-one**: **praise** in public, **criticize** in private.



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Dave's Five Concepts to resolve conflict and have difficult conversations

3. Use the three **C's** system: **compliment, criticize, compliment**.



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Dave's Five Concepts to resolve conflict and have difficult conversations

3. Use the three **C's** system:
compliment, criticize, compliment.
4. Learn to **separate** the **person** from the **position.**



29

Dave's Five Concepts to resolve conflict and have difficult conversations

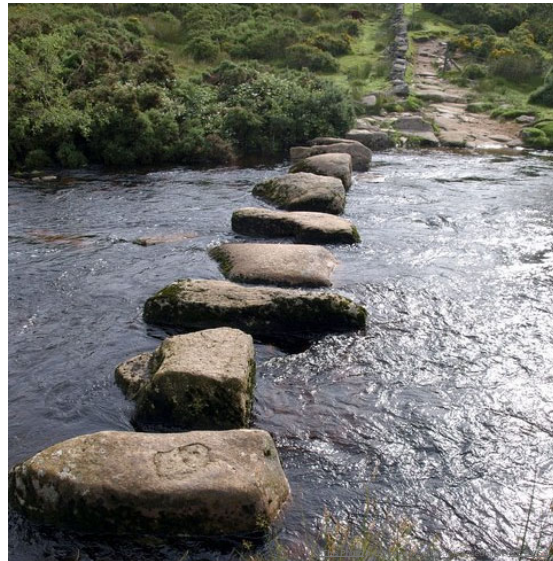
3. Use the three **C's** system:
compliment, criticize, compliment.
4. Learn to **separate** the **person** from the **position.**
5. Confront the **situation** with a **direct question.**



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Goals

- Goals are the stepping-stones on the way to your vision for your year.



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Goals

- Goals are the stepping-stones on the way to your vision for your year.
- They must be SMART!

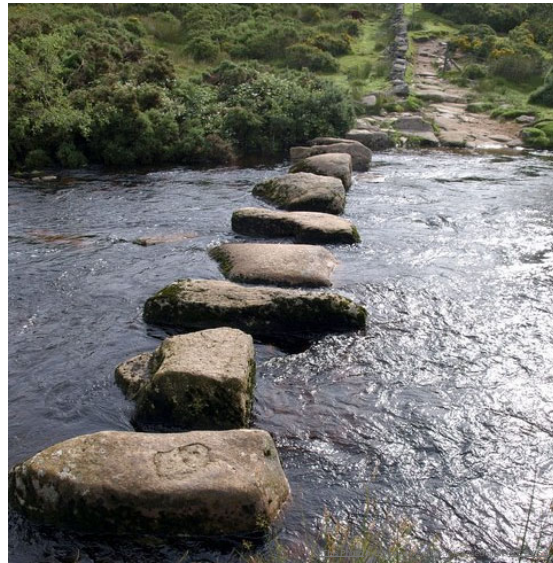


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Goals

- Goals are the stepping-stones on the way to your vision for your year.
- They must be SMART!
Specific

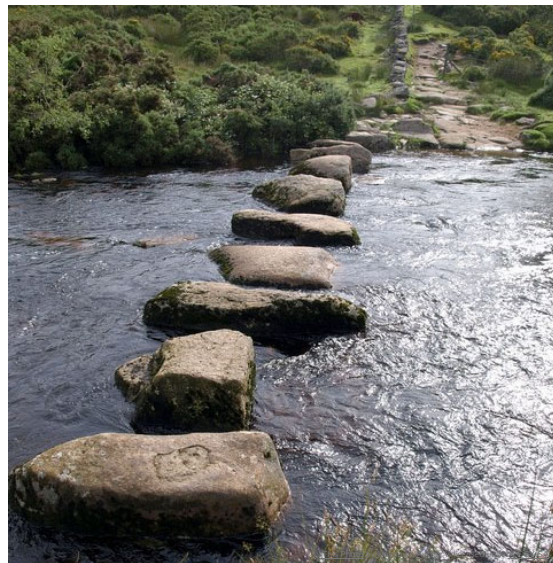


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Goals

- Goals are the stepping-stones on the way to your vision for your year.
- They must be SMART!
Specific
Measurable



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Goals

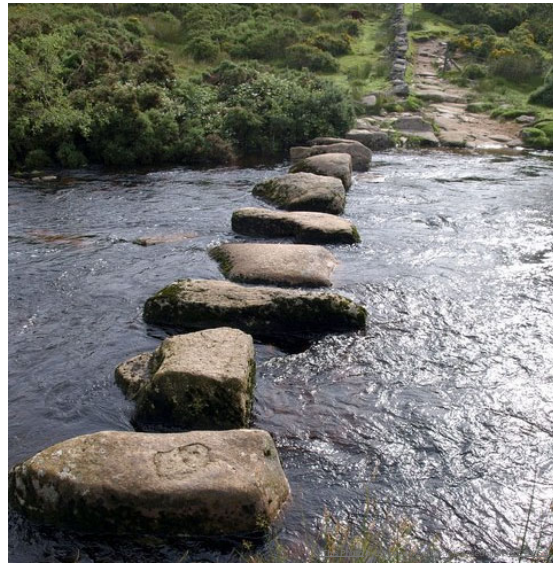
- Goals are the stepping-stones on the way to your vision for your year.

- They must be SMART!

Specific

Measurable

Attainable



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Goals

- Goals are the stepping-stones on the way to your vision for your year.

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Specific

Measurable

Attainable

Realistic



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Goals

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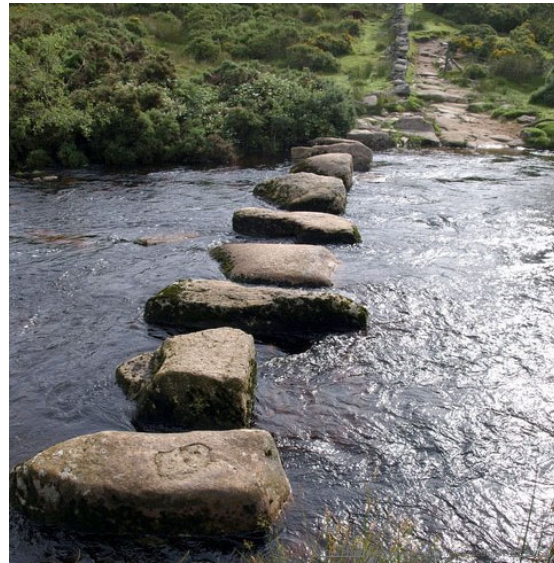
Specific

Measurable

Attainable

Realistic

Timetable/Truthful



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Goals

- Goals are the stepping-stones on the way to your vision for your year.

- They must be SMART!

Specific

Measurable

Attainable

Realistic

Timetable/Truthful

And One More: Accountability!



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Goals

What goals will you need to achieve to realize your vision? The SMART line allows the goal to be written in that format.

The parenthesis are your deadline date (timetable) for that particular goal. The Accountable line gives you a place to write down which members will be responsible for the goal.

1. SMART: _____ ()

Accountable: _____

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Plans

What plans will you need to achieve to realize each goal? The SMART line allows the goal to be written in that format.

The parenthesis are your deadline date (timetable) for that particular goal. The Accountable line gives you a place to write down which members will be responsible for the plans.

1. SMART: _____ ()

Accountable: _____

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Q&A



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Ways that teams are built

- Hand-picked or selected
- Elected
- People join
- _____ pull

FOR THE WIN!!!!



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ขอบคุณคุณ takk спасибо kam sah h
תודה dhanyavadagal
blagodaram mèsì xièxiè tar
rahmet enkosi mochchakkeram truk
danke kop khun krap
shukriya ありがとう kia ora dari
grazzi mamnun gràcie
ank you
barka شكريا
gràcies
ederim bayarlalaa obriga
σας ευχαριστώ
ya obrigado chokrane
daku
ih misaotra welain mercé najis tuke
شكرا
nérí 謝謝 謝謝 mersi köszönöm sabodi . شش

Thank you!

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