2 or more people

- + working together
- + common goal
 - = A Team

Becoming a Team



Framework for Working Together

How you do "business" with the rest of the world

Your personal beliefs are the core values that affect and drive how you look at, interact with, and behave in the world

Core Values

Beliefs about appropriate behaviours, attitudes and strategies also guide every working group and need to be explicit and understood

The basis for everything you are and do

The general outline of the mandate may not be affected by the group

Appears in the form of a "job description"

Delivered from an administrative or political level

Mandate

Outlines expecations

Context in which the group operates has critical effects on what can be done

Identifying a Mission Statement

Developing a Shared Vision

A shared vision will be one that all of the team members agree are the elements of where they want to be at this time and the direction that they will start moving towards to achieve

these elements.

Ask yourself:

- 1.What are we about?
- 2. Why are we working together?
- 3. What do we want to achieve?

Improving Continuously

Improvement is continual but the steps are small.
Pick changes that can be made now that will have a positive effect

 1% is enough each time.

A team must:

Decide how to Communicate Effectively (Interpersonal)



- Problem management
- Positive interdependence
- Process for conflict
- Planning for next steps
- Analysis of work done
- Individual accountability
- Agreed upon goals & timelines
- Supportive & constructive feedback
- Group members & project process
- Respect & listen; no blame

Decide what is Important and Measure this (Task)



- Come prepared/ Prepare materials
- Offer ideas and suggestions
- Provide information & Identify resources
- Ask for clarification/feedback
- Solicit others' participation
- Keep group on task
- Be easy to work with
- Make presentations
- Participate in discussions
- Manage group conflict

Acknowledge Success and Aim for Improvement (Next Steps)



- What did we do to reach our goals & keep the team charter?

- How can we do better for next time?

Team Celebration

Target

Where we expect to get to realistically balanced with time & resources.

Objectives

Identifiable, measurable & achievable steps.

Tasks=

Ways of reaching the objectives.

Indicators

Ways of measuring progress.

Determining Appropriate Goals