Team Building in a High-Stress Environment

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For the Next 45 Minutes

- Thoughts . . . And Questions
- Introductory Activity
- People Management
- Team Development
- Team Building
- Activities Each Day
- Get the Team Together
- Some of My Activities
- Results

Thoughts . . . And Questions

- Who *is* that person working next to you?
  - Why would you want to know?
- Why is it important to know the *group* with whom you work?
- Why would team cohesion be most important in a high-stress environment?
- How do you achieve team cohesion?
  - Maybe you won't . . . but it's worth it to try!

Introductory Activity

- Who I am
  - Why I think this subject is important
- Talk to the person next to you for 2 minutes
  - Mandatory question: "Do you consider yourself knowledgeable about music?"
  - At the end of 2 minutes, be able to introduce this person and tell at least 3 interesting things about them
- Was this difficult? Why? Why not?

People Management

- Why team building is important
  - Affects all aspect of project management
  - Especially deals with human resource management
    - Organizational planning
    - Staff acquisition
    - Team development
    - Conflict management

Team Development

- Two primary objectives
  - Enhance the ability of team members to contribute as individuals
  - Enhance the ability of team members to function as a team
- Communication is key!
- What if you don't? You get poor teamwork
  - Symptoms are frustration, conflict, unproductive meetings, and lack of trust/confidence in the leader
  - Who wants that?
- What could produce these feelings?

Team Building

- Three goals
  - Enable team members to be interdependent
  - Obtain consensus on well-defined project goals and objectives (buy-in)
  - Obtain team members' commitment to work together
- Incorporate it into every day
- Many ways to do it, but who has the time???

Activities Each Day

- ☐ You can incorporate them into project activities
- ☐ Meetings, planning sessions, and technical and schedule reviews
  - ☐ Do you have regularly scheduled meetings? Status meetings? Info sessions? Break time?
- ☐ Group and individual counseling sessions
  - ☐ Do you have the ability to bring in 'outsiders'?
- ☐ Recognitions of outstanding performance
  - ☐ Can team members suggest others for rewards?
- ☐ Fun
  - ☐ Lots of ways to have fun at work

Get the Team Together

- Why have fun?
  - Need to know *why* you're doing these things and respond consistently to questions from the team and others
- Ideas of 'fun' things to do at work
  - Give me examples of what you've experienced
    - Why did these work?
    - What didn't work, and why?

Some of My Activities

- Blue Shirt Day®
- Music contests
- 'Dilbert Award'
- Baby pictures
- Potluck meals (not just lunch!)
- Lunch elsewhere
- Team 'anniversary' party

Results

- Team support of each other
- More laughter
- More relaxed atmosphere
- More volunteers!
- Environment for ideas and sharing
- Willingness to get the job done
- Pride to be part of the team
- Can you think of other results?

Questions?

- Resources – I'll be happy to share!
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