Building a Strong Foundation

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Agenda

■ Welcome and Introduction

■ Interactive Activity

■ Debrief Importance of Strong Foundation

■ Debrief Team Infrastructure
  • purpose, goals, guiding principles
  • roles and responsibilities
Introduction

- Connect with someone you do not know
  - Introduce yourselves
  - Find out what each person likes about Team Work?
  - Describe briefly what each person loves to do in the summer?

- You will introduce the person to the group
Activity

- You have 1 ½ minutes
- Build the tallest tower you can out of Lego Blocks
- Ready! Set! ....

- Debrief: What worked well? What could be improved?
Activity

- Build a Tower twice as high
  - Take 5 minutes to discuss a plan
  - 1.5 min to build

- Debrief: 1) What worked well?
  2) What could be improved?
  3) What are some key important components for success?
Team Activity Debrief II

- Mission – Why?
  Work collaboratively

- Goals – What?
  Build a tower twice as high

- Roles – Who?
  Clarify who does what

- Operating Guidelines – How?
  Clarify the plan – how it’s being done

- Team Debrief
Activity - Tower Building

- Discussion
  - Foundation
  - ID weaknesses to improve upon
  - Roles & Responsibilities
  - Plan of Action
  - Evaluate – How to adjust
What is Team?

What Makes a Great Team?
Expectations ....

In your small groups, please record on flipchart to be shared with larger group.

1. What are your expectations of what the co-op team (students, coordinators, director(s) ) are to do for you to be successful this year?

2. What are your expectations of self in order for this to be a successful year for you?

3. What could make this a wonderful team experience for you?
The Imperatives – Strong Foundation

- Work processes support teamwork (Communication, Decision Making)
- Team members have the required skills (Interpersonal, Decision Making)
It’s what’s invisible that causes the visible
Together Everyone Achieves More
High Priority - Increase Communication

Identify:
- What was the breakdown
- Give suggestions
- Implement best practices

Have process in place for accountability.
(Team leader to ensure it gets done)
Critical - DEBRIEF

- What went well?
- What do we need to improve?
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Command

Consultation

Majority Rule

Minority Rule

Chance

Consensus

HIGH

LOW

COMMITMENT

HIGH

QUALITY

QUALITY
Skills to do this effectively:

- Communicate assertively
  - Open
  - Honest
  - Aware
  - Ability to disagree without being disagreeable
Summary

- Why a Strong Foundation?
- Importance of infrastructure
  - Mission/purpose, Goals and Roles
  - Seek to Understand, create WIN-WIN
  - Strong foundation: respect, communication, decision making, conflict resolution

- Why a Team? Why Collaborate?
- Communication - What to Whom, When & Why
Enhance Interpersonal Skills
Build Your People!

“If you want one year of prosperity,
grow grain.
If you want ten years of prosperity,
grow trees.
If you want one hundred years of prosperity, grow people.”

- Chinese Proverb
THE STUDY OF MIND LACKS SOLID FOUNDATIONS
Building a Strong Foundation
Phase 1

- Clarity of Goals
- Clarity of Roles and Responsibilities
- Focus, Plan, Prioritize
- Teamwork
- Evaluation / Debrief
Building a Strong Foundation
Phase 2

- Personal Awareness
  - Maturity Continuum
  - Emotional Intelligence
  - Attitude

- Mindset
  - Power of Intention
  - Power of Focus