

# Building a Purposeful Team that Thrives

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# Purpose

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- ▶ Kevin Cashman—“Where our talents and our values come together.”
  - ▶ Something we discover
  - ▶ *How* we show up in whatever activity we engage.



# Overview

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- ▶ Common themes found in ineffective teams
- ▶ Common themes found in successful teams
- ▶ Activities to take back
- ▶ The Dynamic Diane Road Team
  - ▶ Choose Your Attitude
  - ▶ Play
  - ▶ Make Their day
  - ▶ Be There
  - ▶ Take Action!
- ▶ Keeping the momentum going!
- ▶ Questions



# Ineffective Teams

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- ▶ Communication breakdown
- ▶ “Entitlement”
- ▶ “Pot stirrers”
- ▶ Low morale
- ▶ Unclear goals or team objectives
- ▶ Poor attitudes
- ▶ Maybe all of us at one point has brought negativity to the team—as a leader, someone is always watching.



A close-up photograph of a baby with light brown hair and dark eyes, wearing a green and white long-sleeved shirt. The baby has a serious, determined expression and is holding their right fist up near their chin. The background is a blurred outdoor setting, possibly a beach or park.

# Success.

## **Successful Teams**

- ▶ **Open and effective communication**
- ▶ **High morale**
- ▶ **Purpose driven (clear goals and objectives)**
- ▶ **Value a diverse team**
- ▶ **Increased adaptability (Thriving through change)**

# Improved Communication and Cooperation

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## ▶ Giving and Getting

- ▶ Lesson Learned: To encourage participants to help other team members whenever necessary



# Value a Diverse Team

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- ▶ **Cross the Line**

- ▶ Lesson Learned: Learning and understanding that commonalities provide comfort and safety and that differences give us opportunities for growth and to learn from each other.



# Increased Adaptability (Thriving Through Change)

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- ▶ **What if...**

- ▶ Lesson Learned: To provide an opportunity for group members to prepare contingency plans for potentially serious or disastrous situation.





# Encourage teamwork and increase motivation

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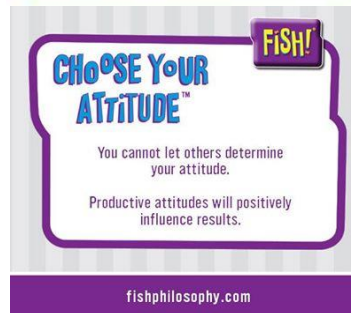
- ▶ **Adheisive achievers**

- ▶ Lesson Learned: Participants learn the value to encouraging others and the ability to go the extra 10%



# The Dynamic Diane Road Team

- ▶ Choose your attitude
  - ▶ Invites
- ▶ Play
  - ▶ Play and work do not have to be mutually exclusive
- ▶ Make Their Day
  - ▶ Positive Feedback
- ▶ Be There
  - ▶ Mindfulness
  - ▶ Be Present
- ▶ Take Action



# Choose Your Attitude

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- ▶ Dollar store invitations
  - ▶ RSVP



# Play

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- ▶ Purpose driven play
- ▶ “If you are creative enough, playful enough, fun enough...you can get through to anybody—yes or no?”
  - ▶ Toni Robbins



# Make Their Day

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- ▶ **Providing Positive Feedback**
  - ▶ As a leader: Catching them doing something right!
    - ▶ People who feel good about themselves produce good results



# Be There

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- ▶ Mindfulness exercise
  - ▶ Progressive Muscle Relaxation Script



# Gain and Maintain Momentum

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- ▶ **Remember**
  - ▶ Living invitation
    - ▶ Incident Reports/Med Errors
- ▶ **Recap**
  - ▶ Review at least once a year
- ▶ **Repeat**
  - ▶ Hiring new employees



# Take Action!

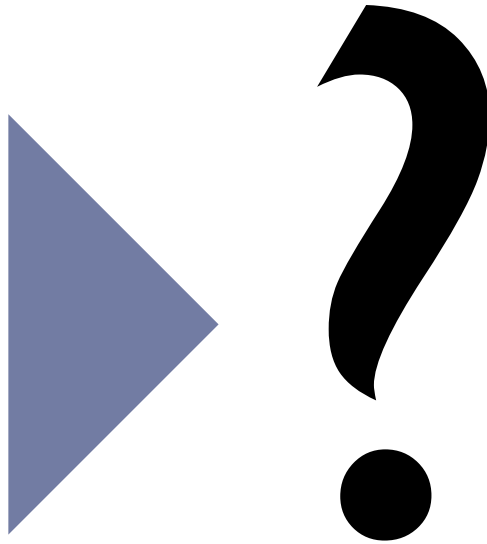
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# Questions?

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Thank You!

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# Resources

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- ▶ Lundin, Dr. S., Paul, H., & Christensen, J. (2000). *Fish! A remarkable way to boost morale and improve results*. New York, N.Y: Hyperion.
- ▶ Newstrom, J., & Scannell, E. (1997). *The big book of team building games: trust-building activities, team spirit exercises, and other fun things to do*. (1st ed.). New York, NY: McGraw-Hill.
- ▶ Canfield, J. (2005). *The success principles*. New York, NY: HarperCollins.
- ▶ Sivak, K. (n.d.). *Heartfulness psychotherapy*. Retrieved from <http://www.therapysites.com/userfiles/2139734/file/GroundingExercises.pdf>
- ▶ Blanchard, K. H., & Johnson, S. (1982). *The one minute manager*. New York: Morrow.

