

USING IMPROVISATION TO BE A BETTER TEAM LEADER, CONFLICT RESOLVER, & NEGOTIATOR

Presented By:

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Restoring Focus on The Child
2017 CADRE National Symposium

AGENDA

- Welcome and Introductions
- Warm Up
- Creating Shared Space (*Meeting Agreements*)
- Leadership and Teams
- Team Building Exercises
- Bringing it back to the local level
- Resources and Evaluation (Yes and...)

“If you want to go fast, go alone. If you want to go far, go together.”

African Proverb

*“Those who
have learned
to collaborate
and improvise
most effectively
have prevailed.”*

- Charles Darwin

MEETING AGREEMENTS

- ❖ Listen to others
- ❖ Respect different opinions
- ❖ Protect Confidentiality
- ❖ There are no mistakes
- ❖ _____

IMPROVISATION RULES ARE SUCCESSFUL TEAM BUILDING RULES

Rule #1 – Yes, and.....

Rule #2 – Pay attention to your partner

Rule #3 – Make statements

Rule #4 – Trust one another

Rule #5- Make your partner (teammates look good)

Rule #5 – There are no mistakes

WHAT DISTINGUISHES EFFECTIVE TEAMS FROM THE REST?

Research has shown that there are 4 dimensions that drive team performance.

- Goals: What is the team's core mission?
- Roles: Who does what on the team?
- Processes: How does the team accomplish its work?
- Relationships: How do team members interact?

***"Talent wins games, but
teamwork ... wins championships."***

Michael Jordan

WORST TEAM EVER!

- List at least three examples of individual behavior that can disrupt the flow of a team and/or meeting.
- List at least three examples of team leaders behavior that can negatively affect meetings.
- List at least examples of how team interaction (*group dynamics*) can negatively impact a meeting.

DIFFICULT PEOPLE

*“He drew a circle round him thrice
‘Heretic, rebel, a thing to flout’ – he said
But love and I had to wit to win
We drew a larger circle and took him in.”*

Edwin Markham, poet

BEST MEETING EVER!

What makes great meetings great?

- Before
- During
- After

... and the spaces in between

AN EFFECTIVE TEAM

A team is a unified group of people who join in a cooperative problem-solving process to reach a shared goal.

EFFECTIVE TEAMS

- Participation and leadership are distributed among all members
- Goals are cooperatively formed to meet individual and group needs
- Ability and information determine influence and power.
- Two-way communication.
- Decision-making steps are matched with situation; consensus is sought for important decisions.
- Conflict is brought out and resolved.

AN INEFFECTIVE TEAM

- Goals are unclear
- Members are unprepared
- Leadership is poor
- Commitment to task is lacking

INEFFECTIVE

- Participation is unequal, leadership is delegated and based on authority.
- Members accept imposed goals.
- Position determines influence; obedience to authority is stressed.
- Communication about ideas is one-way; feelings are ignored.
- Decisions are made by highest authority with minimal member involvement.
- Conflict is ignore, avoided, or denied

TEAM BUILDING EXERCISES

“Let’s have fun!”

“But this is work!”

“Can’t work be fun?”

WRAP UP

- **Lessons learned and next steps**
...How can we use the exercises from this session to “Restore Focus on the Child”
- **Resources and Evaluation (*Yes and...*)**

***"The strength of the team is
each individual member.
The strength of each member is
the team."***

Phil Jackson

In any given moment
we have two
options; to step
forward into
growth or to step
back into safety.

Abraham Maslow
29 Apr 2014 9:42 am

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