



WCU DEPARTMENTAL/TEAM MEETING STARTER #1

Topic: Strengthening the team

Objectives:

- Understand the importance of putting the team first, communicating openly, building and committing to trust, promoting interdependent thinking, and standing by each other in difficult times.
- Use the geese analogy to identify strategies to be introduced or strengthened that will help the department/team to be even more effective and productive.
- Strategize how each team member can individually and collectively help the department/team to maximize working and communicating together.

PURCHASE John Murphy's book (*optional*)

<http://store.simpletruths.com/pulling-together-with-free-dvd-p2266.aspx>

INDIVIDUALLY

STEP ONE: **WATCH** the 3:10 minute "Pulling Together" video.

<http://play.simpletruths.com/movie/pulling-together/>

STEP TWO: For self-reflection *ONLY*, measure your department/team's effectiveness using John Murphy's *10 Rules for High Performance Teamwork*. Score from 1 (non-existent) to 10 (outstanding) for each teamwork rule:

- Put the Team First Communicate Openly and Candidly Respect Diversity
 Be Part of the Solution, Not the Problem Ask and Encourage the Right Questions
 Use a Rational Problem-Solving Process Build Trust with Integrity and Example
 Commit to Excellence Promote Interdependent Thinking
 Pull the Weeds (those who don't support the team and don't give other room to grow)

Scoring: 1-20: Critically Low 21-49: Below Average 50-69: Average 70-90: Above Average 91-100: Role Model Department/Team

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STEP THREE: Briefly establish behavior guidelines, expectations for participation, and timeline for each share so there is time for discussion (*especially if meeting guidelines presently are not in place*).

STEP FOUR: Based on the "Pulling Together" video, discuss the following questions:

- How can we better "fly in formation"?
- What is our shared "common direction"?
- How do we best help each other to avoid individual/departamental/team "drag"?
- How do we "honk" for each other to inspire them?
- How can we maximize our interdependence?
- How do we stand by each other in difficult times?

QUESTIONS? Contact the WCU HR Office of Training and Org Development at orgdev@wcupa.edu.