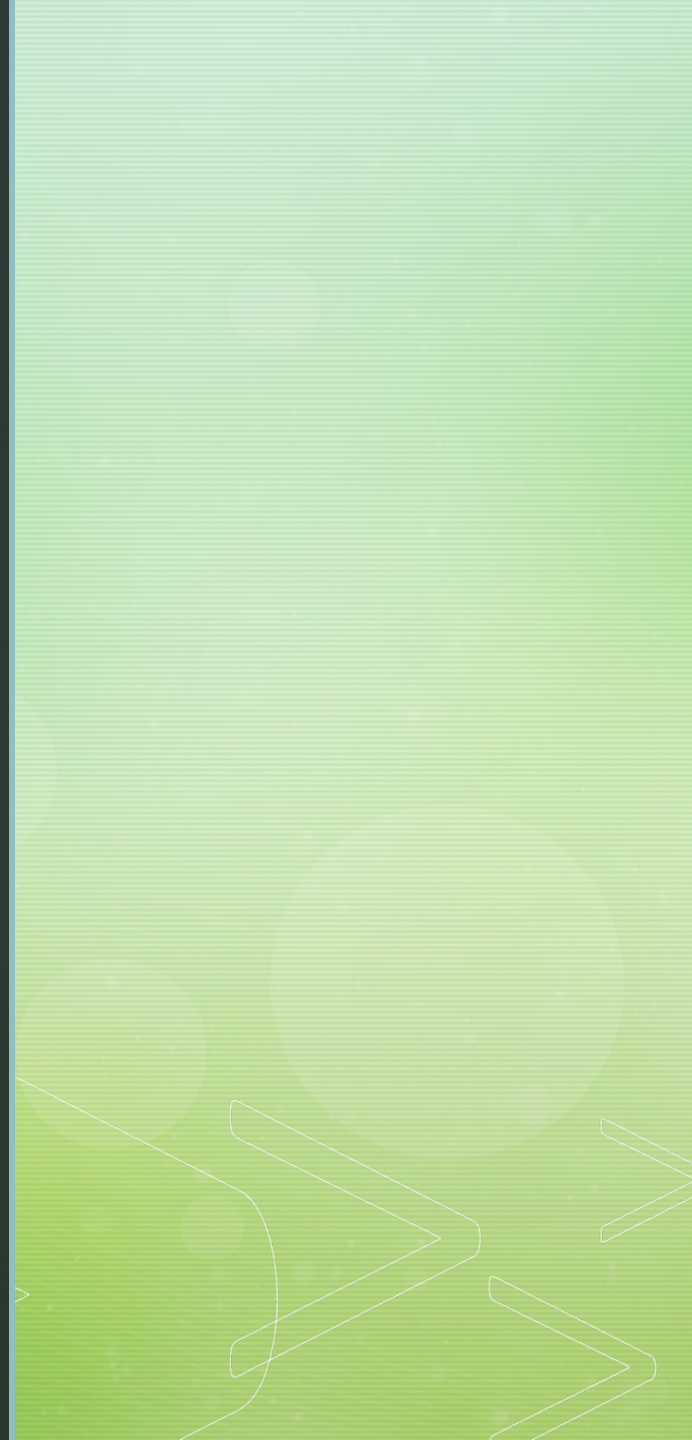


Revitalizing Teams for Sustainable Progress

From Crisis to Collaboration



Introduction of Speaker

Personal

Beyond my professional roles, I have a long-standing commitment to youth and community development. For the past decade, I have been a dedicated High School Basketball coach, instilling valuable life skills and teamwork in young athletes. In 2019, I embarked on a mission to address mental health issues within communities and youth through my business initiative, "NO LABEL."

Professional

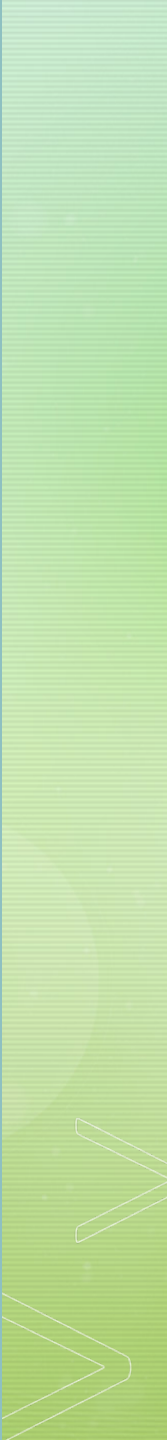
My journey in the field of social work has been marked by versatility and a commitment to my community via various positions at UMFS. Currently, I am the Community Based Services Supervisor, where I specializes in coaching, training, and motivating teams to deliver high-quality care and support to those in need.



Presentation Overview

"From Crisis to Collaboration: Revitalizing Teams for Sustainable Progress," serves as a beacon of hope and empowerment for today's audience. I plan to explore Leadership Theories and Tuckman's stages of group development to dissect the dynamics of teams in transition. Expect to uncover practical strategies for team revitalization, resilience fostering, and collaboration promotion. By journey's end, you'll leave with actionable insights, ready to embrace the new normal and champion thriving communities; but most importantly, let's have fun learning!

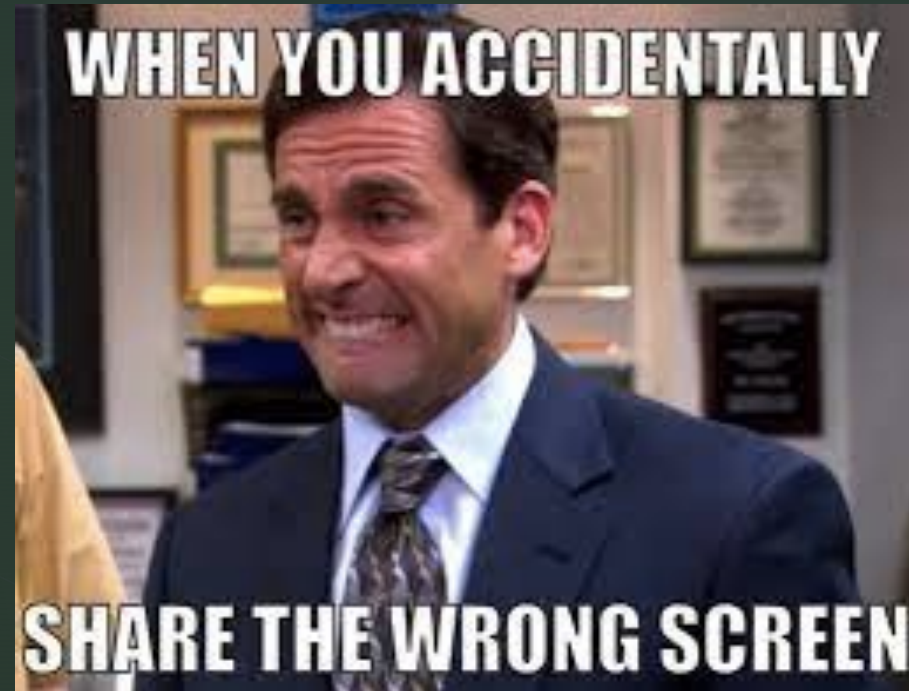
Key Learning Points:

- Leadership theories for team revitalization.
 - Navigating Tuckman's stages of group development.
 - Practical strategies for empowering and unlocking team potential.
 - Fostering resilience and promoting effective collaboration.
 - Tools and resources for navigating the post-pandemic landscape.
 - Real-world case studies and actionable steps.
- 

The Post-Pandemic Landscape

1. Remote Work Transition: The rapid shift to remote work during the pandemic challenged teams to adapt to new modes of communication and collaboration. Post-pandemic, they must navigate the hybrid work environment, balancing remote and in-person work effectively.

2. Mental Health and Well-being: The prolonged pandemic period has taken a toll on the mental health of team members. Teams now face the task of addressing mental health concerns, fostering resilience, and providing support mechanisms to ensure the well-being of their members.



The Post-Pandemic Landscape

3. Uncertainty and Change: The pandemic ushered in unprecedented uncertainty. Teams need to be agile and adaptable in the face of ongoing changes, including potential future disruptions. They must develop strategies to cope with ambiguity and continue operations smoothly.



The Post-Pandemic Landscape

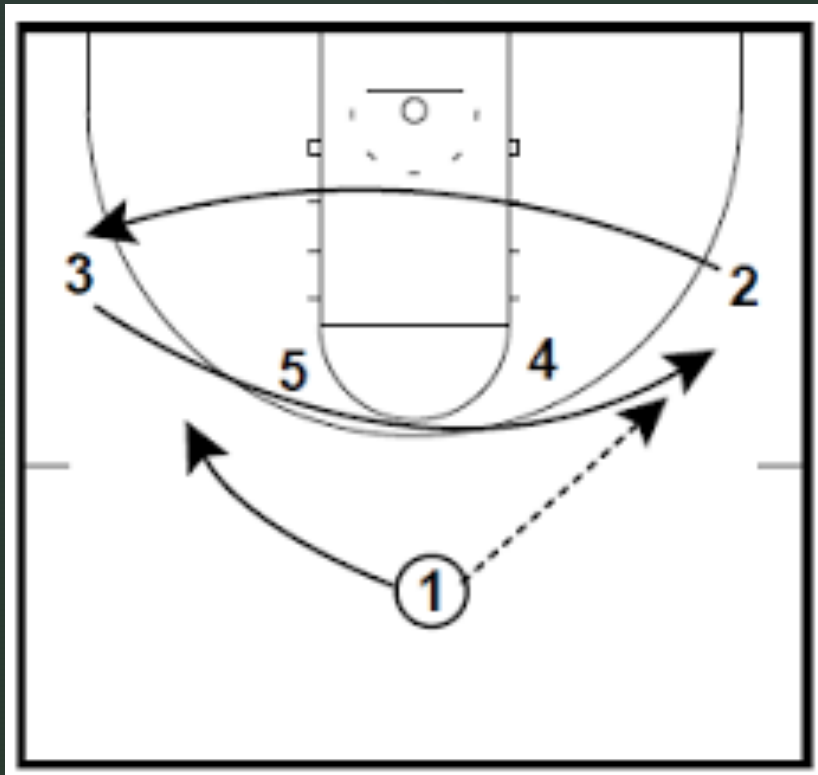
4. Team Disconnection: Many teams experienced a sense of disconnection during remote work. Rebuilding a sense of community and belonging is essential for fostering team cohesion and motivation.

5. Skill Gaps: New challenges often require new skills. Teams may need to upskill or reskill their members to meet the evolving demands of their roles and industries (Zoom, Soft Skills, EQ).



TIME OUT

DOUBLE DOWN, SWEEP, POST, LEFT

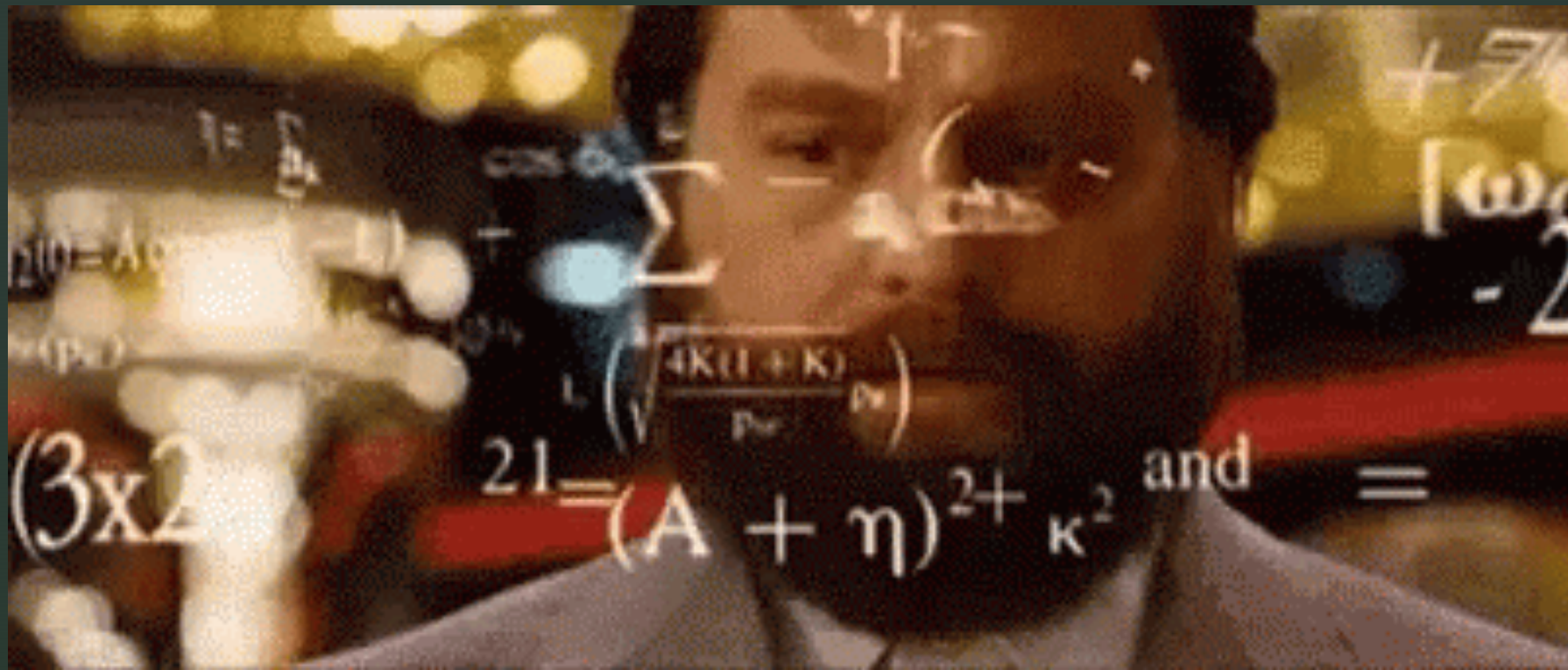


Do you have values? What are your values? Business? Personal? Team?

6 leaders, needed? 😊

Video:

<https://www.youtube.com/watch?v=1MTAHcTp7Mo>

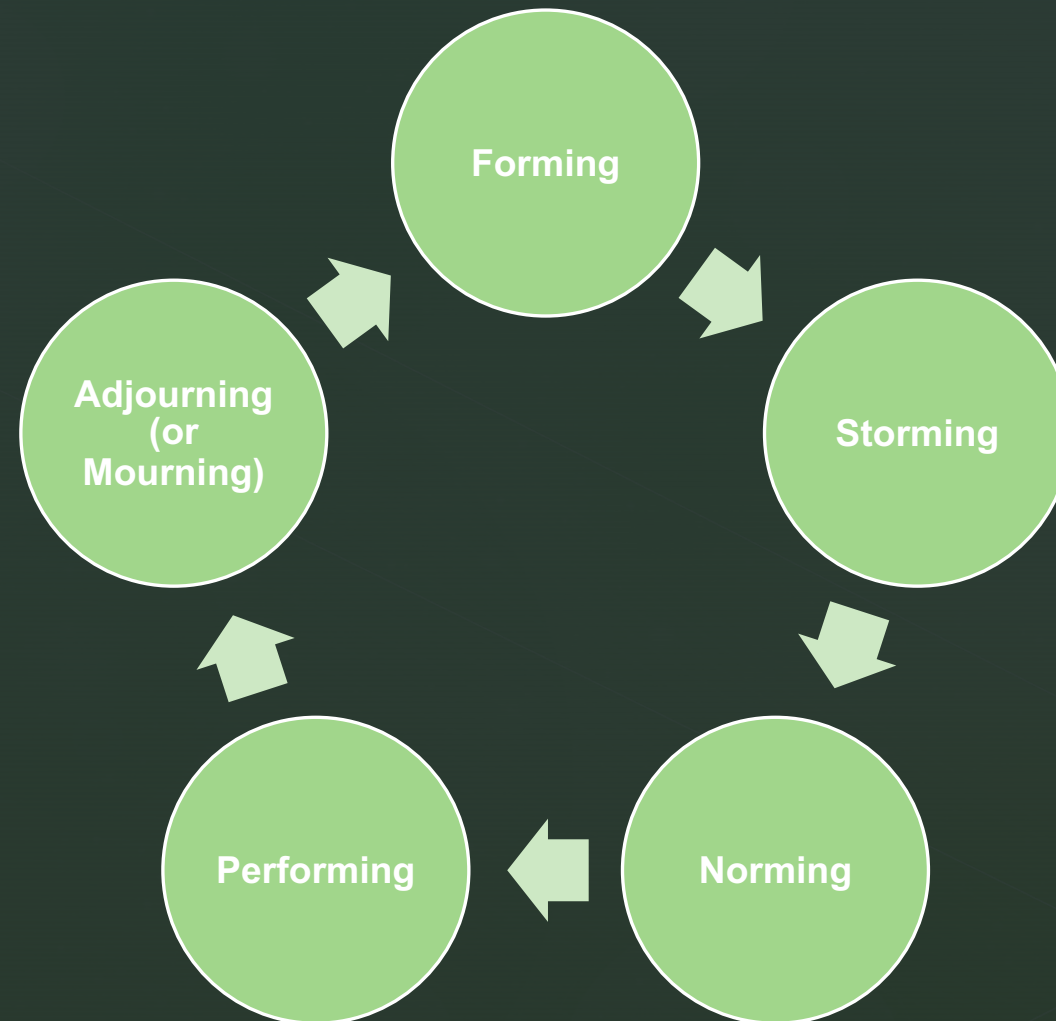




Leadership Theory

Transformational Leadership Theory: This theory focuses on leaders who inspire and motivate their teams to achieve more than they originally thought possible. Transformational leaders often lead by example and use their charisma to encourage innovation and change.

▸ Tuckman's Stages of Group Development



▶ Tuckman's Stages of Group Development

Forming: Team members get acquainted, define their roles, and set expectations.

Storming: Conflicts may arise during this stage.

Norming: Team begins to establish cohesion. Members resolve their differences. Finding a groove.

Performing: The team can focus on achieving its goals effectively. You may see a PEAK!

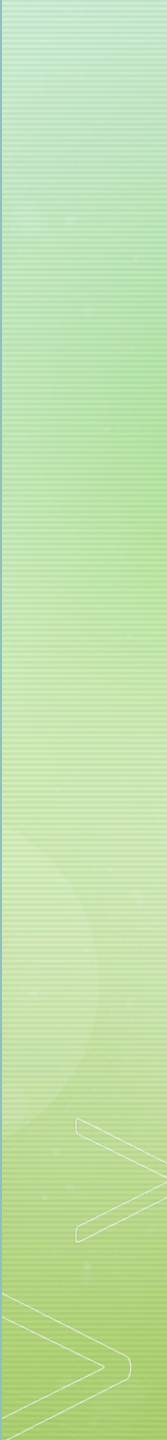
Adjourning (or Mourning): Team disbands, either due to project completion or other reasons.

Find Your Team






Complexities of Team Dynamics

- **Hybrid Work Environment:** With remote and in-person work blending, teams must adapt to new communication norms and schedules, which can create coordination challenges.
 - **Diverse Teams:** Teams often comprise individuals from diverse backgrounds and experiences, requiring sensitivity to cultural differences and communication styles.
 - **Burnout and Mental Health:** Post-pandemic, teams may struggle with member burnout and mental health issues, which can affect productivity and morale.
 - **Task Interdependence:** The nature of tasks and their interdependence within a team can complicate workflow and require effective coordination.
- 



Practical Strategies

- **Effective Communication:** Encourage open, honest, and frequent communication. Establish clear channels for feedback and collaboration.
 - **Conflict Resolution Training:** Equip team members and leaders with conflict resolution skills to handle disputes positively.
 - **Team Building Activities:** Foster trust and team cohesion through team-building exercises, both in-person and virtually.
 - **Role Clarification:** Regularly review and clarify team members' roles and responsibilities to reduce ambiguity.
 - **Change Management:** Implement change management strategies that involve communication, training, and support to ease transitions.
 - **Mental Health Support:** Provide resources and encourage discussions around mental health to address burnout and well-being.
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Great Teams in History

Sports:

- 1992 USA Men's Basketball "Dream Team."
- New England Patriots during the Tom Brady era.
- FC Barcelona's football team during the late 2000s.



Movies and Pop Culture:

- The Avengers from the Marvel Cinematic Universe.
- The Fellowship of the Ring from "The Lord of the Rings."

Technology:

- The team behind the development of the original Apple Macintosh computer.
- The team at SpaceX responsible for the successful launch and landing of reusable rockets.

Business:

- The team at Google that worked on the creation of the search engine.
- The founding team at Microsoft led by Bill Gates and Paul Allen.

Music:

- The Beatles, one of the most influential bands in music history.
- The Wrecking Crew, a group of session musicians who played on numerous iconic records.



Unlocking Potential

The WHAT...

- **Strengths Assessment**
- **Skill Development**
- **Mentorship and Coaching**
- **Innovation Culture**
- **Inclusive Leadership**

The WHY!

- **Encourage Lifelong Learning**
- **Recognition and Rewards**
- **Feedback and Performance Reviews**
- **Diversity and Inclusion**
- **Empowerment and Autonomy**

What Team Building Looks Like?

<https://www.youtube.com/watch?v=S02D9QzDe4s>



Promoting Collaboration & Fostering Resilience

- 1. Active Listening:** Encourage active listening as a foundational tool. Actively engaged team members not only hear but also understand their colleagues' perspectives, fostering collaboration. Train everyone to practice active listening techniques such as paraphrasing and asking clarifying questions.
- 2. Empathy:** Promote empathy as a catalyst for collaboration. Teach agency members to put themselves in others' shoes, recognizing their feelings and needs. This empathetic approach encourages cooperation and mutual support, especially during challenging times.
- 3. Inclusive Communication:** Emphasize inclusive communication practices. Encourage everyone to express their ideas and concerns openly, ensuring that all voices are heard and valued. Use inclusive language that promotes a sense of belonging.

Promoting Collaboration & Fostering Resilience cont.

- 4. Cross-Functional Teams:** Encourage cross-functional teams and collaboration across departments. When faced with change or crisis, assembling diverse teams with varied expertise can yield innovative solutions and better problem-solving.
- 5. Conflict Resolution Skills:** Equip all agency members with conflict resolution skills. Conflicts are natural, but how they are managed makes a difference. Teach techniques for addressing conflicts constructively and finding common ground.
- 6. Collaborative Problem-Solving:** Promote collaborative problem-solving techniques. Encourage agency members to work together to identify issues, brainstorm solutions, and implement action plans collaboratively.

▶ Promoting Collaboration & Fostering Resilience cont.

7. **Recognition and Appreciation:** Create a culture of recognition and appreciation. Encourage everyone to acknowledge and appreciate their colleagues' contributions. Small gestures of recognition can go a long way in fostering collaboration.
8. **Leadership by Example:** Emphasize that leadership is not limited to titles. Any agency member can demonstrate leadership by setting an example of collaboration. Encourage individuals to lead by embodying the values of teamwork and cooperation.

▶ Promoting Collaboration & Fostering Resilience cont.

- 9. Technology for Collaboration:** Promote the use of collaboration tools and platforms that facilitate communication and teamwork, such as project management software, shared document repositories, and virtual meeting platforms.
- 10. Training and Workshops:** Offer training and workshops on collaboration and teamwork. Provide opportunities for agency members to enhance their collaboration skills and learn from one another.

NOW WHAT ...

1. RESILIENCE AND
ADAPTABILITY

2. EMPOWERED LEADERSHIP
AT ALL LEVELS

3. COLLECTIVE VISION AND
COLLABORATION

▶ Navigating the Post-Pandemic Landscape

1

Resilience and Adaptability:

- In the ever-changing world we find ourselves in, resilience and adaptability are paramount. We've witnessed how challenges can reshape our lives, but it's how we respond that defines our success.
- Consider the pandemic as a crucible for growth. Teams that can withstand the heat, pivot when needed, and emerge stronger on the other side are those that truly thrive.
- I encourage you to foster a collective mindset that views adversity not as an insurmountable obstacle but as an opportunity for learning, innovation, and personal and professional growth.

▸ Navigating the Post-Pandemic Landscape

2

Collective Vision and Collaboration:

- Collaboration is the compass guiding us through uncharted territory. The post-pandemic landscape demands that we unite, share insights, and harness our collective strength.
- Our journey forward is defined by a shared vision and common purpose. It's not about whose plan is superior; it's about our ability to work together seamlessly and support one another.
- Remember, the power of collaboration doesn't reside in one individual or a select few; it's the combined effort of every team member that propels us toward our goals. Let our shared vision be our guiding star.

▶ Navigating the Post-Pandemic Landscape

3

Empowered Leadership at All Levels:

- Leadership is not a title; it's a quality within each of us. As we navigate this post-pandemic landscape, I urge every member of our agency to embrace and embody leadership in their roles.
- Leadership means taking ownership, making decisions that benefit the team and the community, and inspiring others through your actions.
- By collectively embracing leadership at all levels, we are not only better equipped to face the challenges ahead but also empowered to create a brighter future for ourselves, our teams, and the communities we serve.

Tools and Resources

BOOKS

- **"Leaders Eat Last: Why Some Teams Pull Together and Others Don't" by Simon Sinek** - Explores the role of leadership in fostering collaboration and building strong teams.
- **"Dare to Lead: Brave Work. Tough Conversations. Whole Hearts." by Brené Brown** - Provides insights into effective leadership and creating a culture of vulnerability, trust, and collaboration.
- **"The Five Dysfunctions of a Team: A Leadership Fable" by Patrick Lencioni** - Offers a compelling story on overcoming common team dysfunctions to enhance collaboration.
- **"The Power of Habit: Why We Do What We Do in Life and Business" by Charles Duhigg** - Explores how habits and routines impact team dynamics and offers strategies for positive change.

MEDIA

- **"Apollo 13" (Movie)** - A true story of teamwork and collaboration in the face of crisis, highlighting problem-solving and leadership under pressure.
- **"Remember the Titans" (Movie)** - Illustrates the power of diversity, inclusion, and teamwork in a challenging environment.
- **"Jiro Dreams of Sushi" (Documentary)** - Offers lessons in dedication, mastery, and teamwork from a small sushi restaurant in Japan.
- **Simon Sinek: "How Great Leaders Inspire Action" (TED Talk)** - Discusses the importance of inspiring leadership in fostering collaboration and team success.
- **Brené Brown: "The Power of Vulnerability" (TED Talk)** - Explores the role of vulnerability in building trust and connection within teams.
- **Amy Edmondson: "How to Turn a Group of Strangers into a Team" (TED Talk)** - Discusses the concept of psychological safety and its impact on teamwork.

Q&A

THANK YOU!