

Using Improvisation to Be a Better Team Leader, Conflict Resolver and Negotiator

CADRE

Sixth National Symposium

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Agenda

- Welcome and Introductions
- Warm Up
- Creating Shared Space (*Ground Rules*)
- 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

Meeting Ground Rules

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

What distinguishes effective teams from the rest?

Research has shown that there are four dimensions that drive team performance. These dimensions are –

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

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 – There are no mistakes

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

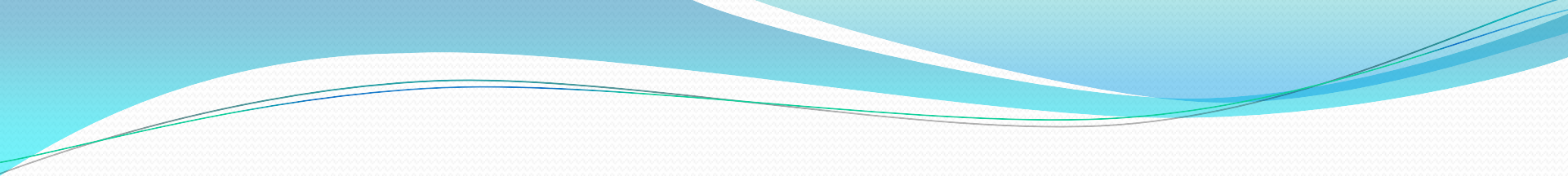
- Participation is unequal, leadership is delegated and based on authority.
- Members accept imposed goals.
- Position determines influence; obedience to authority is stressed.
- Communication about ideas is one-way; feelings are ignored.
- Decisions are made by highest authority with minimal member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

Team Building Exercises

Let's have fun!

But this is work.

Can work be fun?



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

--Phil Jackson

Wrap Up

- Lessons learned and next steps ...
taking it back to the workplace
- Resources and Evaluation (*Yes and...*)

Marc Purchin, MBA

www.purchinconsulting.com

310-202-1155

mpurchin@purchinconsulting.com