UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

The Puzzle of Teamwork: Connecting All The Pieces

COM310

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NEA Leadership Competencies

- Level 1: Foundational
- Level 2: Mobilizing & Power Building
- Level 3: Agenda Driving

- Understands the various approaches and styles needed to communicate with diverse audiences
- Delivers engaging and persuasive presentations that motivate audiences to take action
- Evaluates and adjusts communications plans for maximum effectiveness
NEA Strategic Goals and Organizational Priorities

• NEA Strategic Goal
  – Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment
  – Strategic Goal 2: Empowered Educators for Successful Students

• NEA Organizational Priority
  – Early Career Educators
  – My School, My Voice
  – Racial Justice in Education
Introduction
Traits of Effective Teamwork
Group decision-making (also known as collaborative decision-making) is a situation faced when individuals collectively make a choice from the alternatives before them. The decision is then no longer attributable to any single individual who is a member of the group.
Secrets of Successful Teamwork

- Compelling Goals
- Strong structure
  - Diversity of members
    - Skills, experiences, perspectives
  - Group norms
- Support – internal and external
- Shared mindset

Examples of successful teamwork
Stages of Team Development

1. Forming
2. Storming
3. Norming
4. Performing
Stages of Team Development

Forming

**Team Building**
- Define team
- Determine individual roles
- Develop norms
- Develop trust and communication

**Task**
- Define problem and strategy
- Identify information needed
During this stage, team members:
- become more aware of the challenges that face them
- have fluctuations in attitude about likelihood of success
- may be resistant to the task
- have poor collaboration
Common Problems in Teams

- Hogging: Talking too much
- Flogging: Beating a dead horse
- Frogging: Jumping from topic to topic
- Bogging: Getting stuck on an issue
During this stage, team members:
- accept their team
- accept team rules and procedures
- accept their roles in the team
- accept the individuality of fellow members

Team members realize that they are not going to crash-and-burn and start helping each other.
Stages of Team Development

Norming

Behaviors
- Competitive relationships become more cooperative
- There is a willingness to confront issues and solve problems
- Teams develop the ability to express criticism constructively
- There is a sense of team spirit
Stages of Team Development

Performing

Team members have:
- gained insight into personal and team processes
- a better understanding of each other’s strengths and weaknesses
- gained the ability to prevent or work through group conflict and resolve differences
- developed a close attachment to the team
Stages of Team Development

Transforming or Adjourning

Where do we go from here?
Teambuilding Activities

• Are they important?
• How do you know what activity is right for your team?
• Example 1 – Two Truths and a Lie
• Example 2 – The Human Knot
• Example 3 – The Trust Maze
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

- You can work more effectively with colleagues and members.
- Forming and maintaining teams will be easier.
- The techniques can help you to develop your students into a team.
Travel Safely!!!

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• Please complete the evaluation for this breakout session by using the NEA Summit Mobile APP!

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment

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