

Tips for Innovative Meetings/ Events (T.I.M.E.)

TOPIC: Teambuilding

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This is our inaugural issue of T.I.M.E. We struggled to balance “value” with “length”. We welcome any comments or suggestions.

For your ease, sections are numbered and separated with “____’s”; Scroll down or use Ctrl +f to locate specific section.

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1. WHAT IS TEAMBUILDING?

Companies, associations, and not-for-profit organizations attach untold numbers of hopes and dollars to building effective teams.

You can maximize results if you

- 1) Know what you want to achieve
- 2) Utilize programs that directly draw on adult learning and retention processes.

It’s all in the definition! When a client approaches me about the need for teambuilding, my first question to them is “What does teambuilding look like to you?” Teambuilding can encompass things like:

- Getting to know each other
- Collaboration
- Team Dynamics
- Communication
- Listening Skills
- Building Trust
- Creativity
- Leadership

What your team needs may be different from another team. Be precise in your needs and desired outcomes.

A recent New York Times article discussed why training programs (specifically citing teambuilding programs) often miss the point. The reasons:

1. Lack of alignment between the program and the organization and
2. Viewing the program as a one-shot solution.

For a more complete summary and reprint, contact stinnish@ameritech.net

2. TEAMBUILDING FOR GROWNUPS

To evaluate and maximize the value of a teambuilding program, use the following as a checklist:

PURPOSE:

Adults need to see a purpose in the exercise. Without a clearly stated purpose, you risk spoken or unspoken resentment. Communicate honestly what gains are expected from a teambuilding program. Creating buy-in (from the participants and all levels of management) is key BEFORE the session begins.

RELEVANCE:

Adults need to understand how teambuilding skills can be integrated into their job, their function and within the operational and strategic framework of the organization as a whole.

DOES THE SHOE FIT:

Adults bond better with other teammates when they are either put in the other's shoes or are exposed to how one person's actions, beliefs, or values affect another person. With this awareness, participants are more likely to value the diversity of the team.

FUN:

Stimulating participants with variety and fun is a must. We are an entertainment-bent society. Consider the salaries of Julia Roberts, Michael Jordan, Oprah, and Celine Dion. Teammates that laugh together, bond better.

THE MIND IS NOT A VACCUUM:

The complex and wide-ranging experiences of your participants will govern how and what they absorb.

Adults use their past experiences to “filter” new learning. Adults learn new ways of thinking and behaving through self-realization and self-discovery. Each individual must discover the “point” and make the connection in his or her own mind on why it is important, relevant and critical. The “aha” experience!

PERSONAL STAKE:

Adults carry many responsibilities and they are often easily distracted. Individuals must feel a personal stake in results expected of them. People must perceive reward systems as valuable.

During a teambuilding event, but more importantly, afterward, team members must collectively and separately trust that the team output will be valued by the organization.

After empowering participants, organizations must be willing to allow teams to be self-directed and accept team results.

TEAMBUILDING IS NOT AN EVENT:

Building a team is not accomplished in 30 minutes, 3 hours, or even 3 days. On-going coaching and management attention should be incorporated to achieve long-term results.

RECOGNITION HELPS: When using teams back at the office, groups that complete a project deserve an opportunity to explain team accomplishments and discoveries. Individual and team recognition is crucial. This will also benefit the whole organization.

3. TEAMBUILDING IN ACTION

This is your invitation to see teambuilding in action. On Track will be offering a free preview of one of our teambuilding programs, Expedition, on Tuesday, May 23.

Come see what others have discovered:

“How even playing a game can relate to real life situations. Expedition made me see all sides of the situation.”

“Expedition caused us work effectively and promptly under a time constraint. Daily we need to work under pressure -- this enabled us to have insight to everything.”

“I found that the discussion at the end helped tie together the event, to relate to our organization’s individual negative and positive points. Helped also realize that there are some areas that need improvement and ideas to get there.”

“What I found most valuable was the actual experience and stepping back to see how I was behaving and how I was approaching my group.”

"Dealing with a range of unpredictable situations (inspires) a new way of approaching challenges."

On Tuesday, May 23, you have the opportunity to experience two unique and dynamic teambuilding programs guaranteed to be remembered!

On Track's Expedition challenges groups to become high performing teams, create a mission and work through adversity. This in-classroom expedition up Mt. Aconcagua provides a fun, interactive approach to learning about effective teamwork.

In addition, we will be highlighting another unique teambuilding program. The Corporate Climb helps team members learn how to communicate and collaborate through a business simulation created on a 100-foot indoor rock-climbing wall. The climbing challenge engages both climbers and non-climbers in goal-setting, coaching and problem solving.

Details:

Lakeshore Athletic Club,
Illinois Center
211 North Stetson Street
Chicago, Illinois

Tuesday, May 23

8:30 a.m. - 12:00 noon

Continental Breakfast served from 8:00 a.m.

To team up with us, please email Sue Tinnish at stinnish@ameritech.net or call Sue at 847.394.9857. Or address any questions to Sue.

4. FUTURE T.I.M.E.

Watch for future topics on:

- Peak Performance
- Value Alignment

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