USING IMPROVISATION TO BE A BETTER TEAM LEADER, CONFLICT RESOLVER, & NEGOTIATOR

Presented By:
Gail Nugent and Marc Purchin

Restoring Focus on The Child
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Welcome and Introductions
Warm Up
Creating Shared Space (*Meeting Agreements*)
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
“Those who have learned to collaborate and improvise most effectively have prevailed.”

- Charles Darwin
MEETING AGREEMENTS

- Listen to others
- Respect different opinions
- Protect Confidentiality
- There are no mistakes
Rule #1 – Yes, and.....

Rule #2 – Pay attention to your partner

Rule #3 – Make statements

Rule #4 – Trust one another

Rule #5 – Make your partner (teammates look good)

Rule #5 – There are no mistakes
Research has shown that there are 4 dimensions that drive team performance.

- **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
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.
“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
What makes great meetings great?

- Before
- During
- After

… and the spaces in between
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
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.
“Let’s have fun!”

“But this is work!”

“Can’t work be fun?”
Lessons learned and next steps
...How can we use the exercises from this session to “Restore Focus on the Child”

Resources and Evaluation (Yes and...)

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

Phil Jackson
In any given moment we have two options; to step forward into growth or to step back into safety.

Abraham Maslow
29 Apr 2014 9:42 am