TEAM BUILDING

2016 ASME IMECE SLTC
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TEAM WORK

“Individual talents get magnified many times over through the collective lens of an effective team.”

Dalal Haldeman
UNDERSTANDING TEAM DYNAMICS
TEAM BUILDING
What is the goal?
- The stick is moving
- In the right direction?
- Best way?

Undirected group mentality

Excited but left out

Who is in charge?

Wants to do it their own way
Is it a group of people, or a **team**?

What makes the difference?
ORGANIZATION IS KEY

- Organize prior to execution (six P rule).
  - Proper Preparation prevents piss poor performance.
  - Prepare for your next semesters events/competitions well in advance.

- Give your team confidence that your organization will be worth while. This will make it easier for teammates to invest in themselves and the team.
FOUR APPROACHES TO TEAM BUILDING

- Setting a clear goal
- Role clarification
- Problem solving
- Interpersonal-relations
SETTING A CLEAR GOAL

- This emphasizes the importance of clear objectives as well as individual and team goals.
- Team members become involved in action planning to identify ways to define success and failure and achieve goals.
- This is intended to strengthen motivation and foster a sense of ownership.
- By identifying specific outcomes and tests of incremental success, teams can measure their progress.
ROLE CLARIFICATION

- This emphasizes improving team members' understanding of their own and others' respective roles and duties.
- This is intended to reduce ambiguity and foster understanding of the importance of structure by activities aimed at defining and adjusting roles.
- It emphasizes the members' interdependence and the value of having each member focus on their own role in the team's success.
PROBLEM SOLVING

- This emphasizes identifying major problems within the team and working together to find solutions.
- This can have the added benefit of enhancing critical thinking.
A CHANCE TO BE CREATIVE IS ENCOURAGED.
INTERPERSONAL-RELATIONS

- This emphasizes increasing teamwork skills such as giving and receiving support, communication and sharing.
- Teams with fewer interpersonal conflicts generally function more effectively than others.
- A facilitator guides the conversations to develop mutual trust and open communication between team members.
TEAM BUILDING EXAMPLES

- Strengths Quest
- Venture Out
- Wilderness Training
- Socializing  (Example at end of slide show)
- Team Building Exercises  (Example at end of slide show)
Discover Your Strengths

- Maximizer
- Communication
- Strategic
- Command
- Activator
- Connectedness
- Intellection
- Belief
- Harmony
- Significance
- Context
- Achiever
- Consistency
- Relator
- Learner
- Arranger
- Empathy
- Adaptability
- Restorative
- Competition
- Input
- Individualization
A great exercise to help people realize, develop, and focus on their individual strengths.

**STRENGTHS QUEST**

- ACTIVATOR
- ADAPTABILITY
- ANALYTICAL
- ARRANGER
- BELIEF
- COMMAND
- COMMUNICATION
- COMPETITION
- CONNECTEDNESS
- CONSISTENCY
- CONTEXT
- DELIBERATIVE
- DEVELOPER

**STRENGTHS DOMAINS**

Teams should be well-rounded precisely because we, as individuals, are not.

**Influencing**
- Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, WOO

  How an individual moves others to action. Interpersonal strengths that enable a person to impact or influence others in powerful ways by taking charge, speaking up, and making sure ideas are heard, inside and outside a group.

**Relationship Building**
- Adaptable, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator

  How a person builds connections with others, including interpersonal bonding, forming deeply meaningful and close personal relationships. In teams, these themes are the "essential glue that holds a team together," creating groups that are greater than the sum of their parts.

**Executing**
- Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative

  What pushes an individual towards results. Motivational strengths that generate and focus energy to achieve and accomplish a lot for themselves and their teams.

**Strategic Thinking**

People especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Wilderness/Survival Training

- Backpack/Camp
- Learn to start a fire
- Learn to make a shelter
- Learn First aid, rescue techniques, or C.P.R.
- Water exercises
THERE SHOULD ONLY BE ONE RULE WITH TEAM BUILDING

CAUTION
USE THE GOLDEN RULE

The Golden Rule
HAVE FUN
DO YOU EVEN TEAM BUILD BRO

ANY QUESTIONS OR COMMENTS?
SOCIALIZING

- Take One Bag of M&M's
- Pull out random piece and share the color coded item below

- Share about your favorite hobbies!
- Share about your favorite foods!
- Share about your hometown!
- Share about your favorite books or movies!
- Share something you did this summer!
- Wild Card! Share about anything!
TENNIS BALL LIFT

- 3 times
- Once starting from the top of a cup
- Once starting from the ground
- Once from the ground with the tennis ball on the cup
SPAGHETTI BRIDGE

- Take 100 pieces of spaghetti and one roll of tape
  No return trips to the supply table
- Make a load bearing structure to span the gap
- An attachment point must be made for the “C” ring loading coupler (will be on display)
- Tape may only be used at joints and may not be where the weight is connecting to the structure
- You will have 10 minutes to provide a structure
- After building is done the red cup will be attached and coins will be added (PQND) until the cup touches the ground.

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<th>Team</th>
<th># of coins</th>
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