

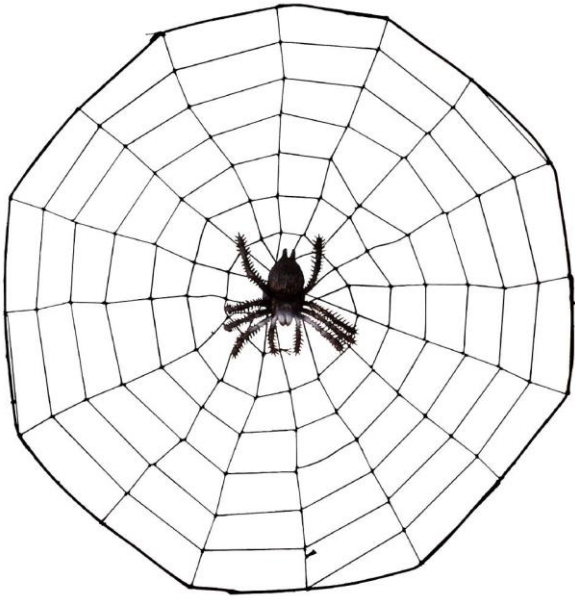
Where have all the co-operators gone?

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Does your co-op need a bit of team building?
Ruth Miller

What makes an effective Team?



**“When spider webs unite,
they can tie up a lion”**

DREAM

Dedication

Responsibility

Education

Attitude

Motivation

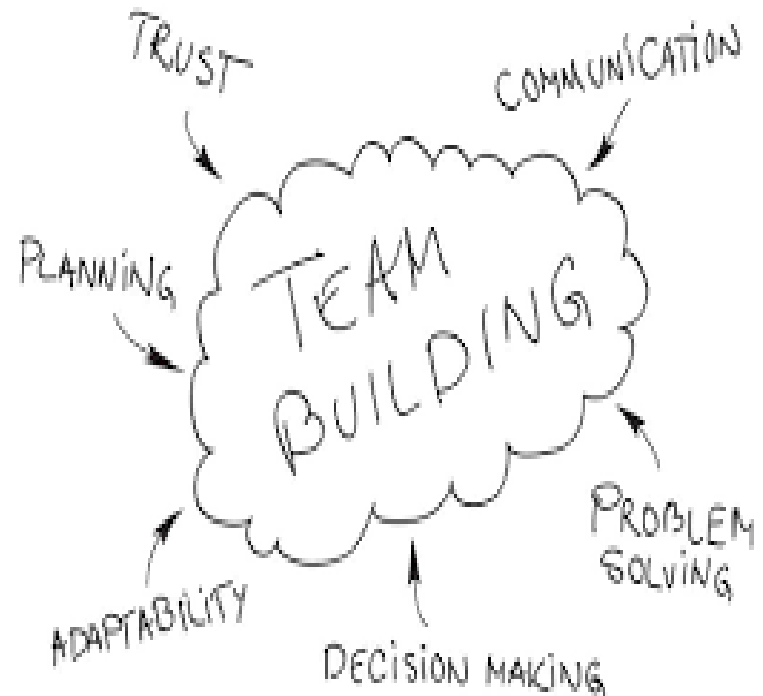
“A dwarf
standing on the
shoulders of a
giant may see
farther than the
giant himself”

*“It is amazing what you can accomplish if you
do not care who gets the credit”*
(Harry S Truman, US President, 1884—1972)

“We must
become the
change we
want to see”

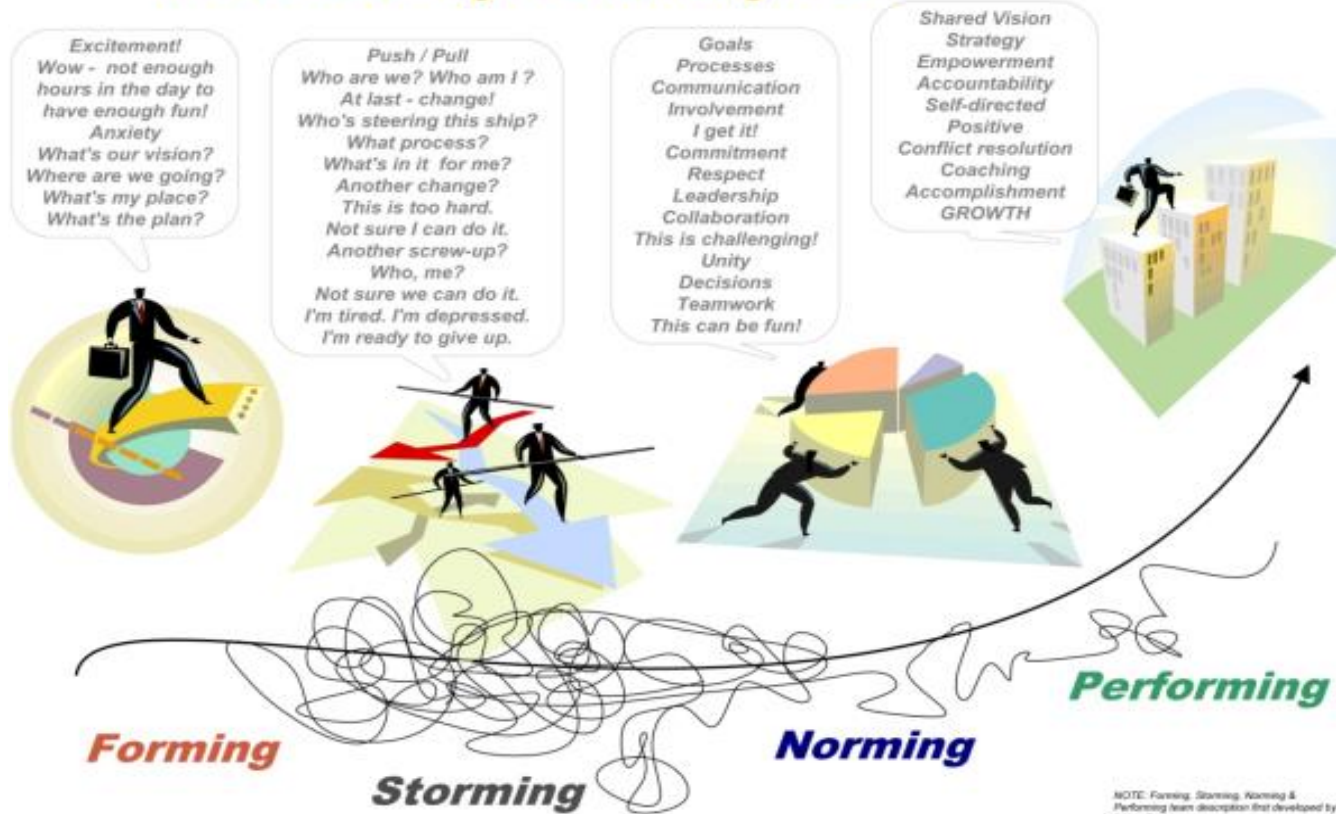
Ingredients of an effective team

- Clear Purpose – A vision and a mission
- Diversity and Equality
- Informality between members, professionalism with clients
- Equal and encouraged participation
- Listening
- Civilised disagreement and constructive crit
- Consensus and collective responsibility
- Open communication
- Clear roles and responsibilities
- Shared leadership
- Good external relationships



How good is your co-op at team working?

The Path to a High-Performing Team



NOTE: Forming, Storming, Norming & Performing team description first developed by Bruce Tuckman

Let me tell you a story..the human end

This is the story of four people named Everybody, Somebody, Anybody and Nobody.

There was an important job to be done and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realised that Everybody wouldn't do it.

It ended up that Everybody blamed Somebody and Nobody accused Anybody

What a palaver – but if they had worked together, a bit of teamwork

Some models for assessing personality types



<http://www.belbin.com/about/belbin-team-roles/>

2. Psychogeometrics - What Shape is Your Personality?



Understanding personality - of your self and others - is central to motivation. Different people have different strengths and needs. You do too.

The more you understand about personality, the better able you are to judge what motivates people - and yourself.

1. Belbin's Team roles

- Belbin found that in successful teams all nine roles could be seen in operation, and concluded that when selecting people for a team, filling the eight roles was as important as choosing technical skills or experiences.

2. Susan D Bellinger-Psychogeometrics

- every person has a “preferred shape”, that indicates a distinct personality type.
- once you know your “shape”, or someone else’s “shape”, you will better understand yourself and others, improving communication and the work or home environment.

Team building games and activities

- Stimulating problem solving tasks designed to help group members develop their capacity to work effectively together
- There are loads of free resources on the internet.
- A good site that I use a lot is:-
- <http://www.businessballs.com/teambuildinggames.htm>



Let's have a go....

- Pass the ball exercise (warm ups, brainstorming ideas, collecting examples)
- Team Poker (team building, building co-operation, decision making)
- 6 thinking hats (problem solving)
- Lost on the moon survival game (team working, problem solving, decision making)

RM Partnerships for Change
Working with communities to create positive change in public and voluntary sectors

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