

# Teambuilding

Creating a team within your organization will help it become a more successful organization. With teambuilding your organization will develop trusting, supportive and cohesive relationships. It is important to get all members to work together so the organization as a whole can work towards common goals.

Teambuilding is appropriate for –

- A new group
- An organization with large numbers of new people
- When members seem bored or irritable
- When members appear to be going off in different directions
- When there is a lot of conflict or in-fighting
- When members have been apart for awhile
- When you want to break from normal routine
- When you want to boost a group's team spirit

Things you need for successful teambuilding –

- A block of time
- A comfortable, informal environment
- A relaxed, open-minded group of people
- An agenda of activities

Here is a great website for free teambuilder ideas:

<http://wilderdom.com/games/FreeTeamBuildingActivities.html>

Four levels of teambuilders with examples –

**Level 1 – Getting acquainted**

- Interviews - Group members pair up and interview one another for 5 minutes each. Partners introduce each other to the group, including everything he/she can remember about the partner.

**Level 2 – Sharing expectations**

- "I Expect" Exercise - Leader passes out 3x5 cards where members list expectations of leader, officers, group members, and advisor. Cards are passed in and expectations are listed somewhere visible to all members, discussed, and accepted or rejected as realistic.

**Level 3 – Clarifying goals**

- Group Goal Setting - Members participate in reviewing previous goals and setting the group's goals and objectives for the coming year

**Level 4 – Developing working relationships**

- Member Dialogue – Discuss questions like
  - "How will decisions be made?"
  - "What will be our working styles?"
  - "How will we assure everyone the chance to speak?"
  - "How will we resolve differences?"
  - "How will we insure completion of our work?"