Perspectives Magazine

TOGETHERNESS

Creating Teams

Zoom Creates

WEEK ELEVEN - TOGETHERNESS

how do we garner a little R|E|S|P|E|C|T?

quotations

"Alone we can do so little; together we can do so much."

Helen Keller

"If you want to lift yourself up, lift up someone else."

Booker T. Washington

when colleagues kick off: or why a successful team is not always a happy team

The Conversation 2014

The mess inside reflects all sorts of tensions; between the need to co-operate and desire to compete; between the need to trust and a competitive environment that rewards vigilance, and between the efficiency forged by control and the need to give others a degree of autonomy – or "letting the boys play," in sports parlance.

It is left to team members to find ways of navigating these tensions as best they can. It's the stuff of which their playground is made. The key to high performance is to find ways of managing these tensions creatively rather than destructively.

Relational conflict distracts. It decreases motivation and good-will, raises levels of anxiety that, in turn, prevent people from thinking clearly, and can make consensus building difficult. It's therefore understandable that many teams place a great deal of emphasis on harmony.

Further reading:

https://theconversation.com/when-colleagues-kick-off-or-why-a-successful-team-is-not-always-a-happy-team-35302

good teamwork creates synergy

Working together enables people to apply a mix of skills that go beyond the scope of one individual, helping you to coordinate activities towards a bigger common goal. This is why it's so important to have the right team in place to develop your ideas. Having a good team in place ensures mutual support and help for team members, it gives people a sense of belonging and can enhance communication and commitment to a project. This can also help you understand how different stakeholders and organisations relate to your work and each other too.
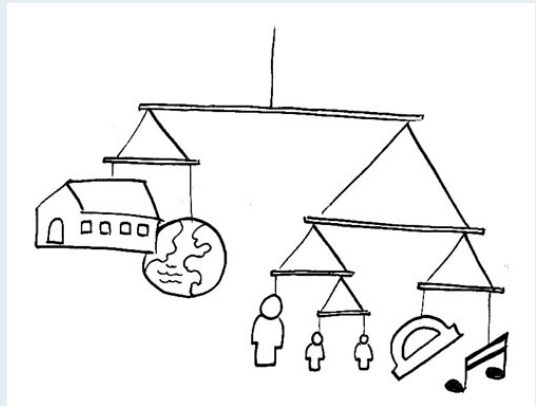

Further reading:

https://www.nesta.org.uk/blog/good-teamwork-creates-synergy/

systems thinking as a team-building approach

The chief information officer (CIO) of the National Institutes of Health Clinical Center, a research hospital with a large outpatient facility, faced a formidable challenge: Over the last five years, based on the merger of two departments and increasing changes to meet the growing needs of this public healthcare organisation, his department had expanded from a staff of 65 to 94. The IT department's charter is to keep the Clinical Centre's computer infrastructure up and

running, create new computer databases to serve the hospital's needs, and maintain existing databases — all of which are critically important.

Further reading:

https://thesystemsthinker.com/systems-thinking-as-a-team-building-approach/

the non-controversial essence

Carla works in an organisation that brings violence prevention programs to schools. She described her challenge in bringing the program to a particular school where she sees a clash of world views. This is an alternative school with values of inclusion, equality, and such, and yet many in the faculty tend towards a more authority-based worldview. She was wondering how it might be possible to get differing world views to move in the same direction together. Would a needs-based approach be sufficient?

In thinking about Carla's school, I told her I would not be focusing on world views, because to do so separates and polarises. I would, instead, be looking for what's really important to all, regardless of what paradigm they live in. I call this the "noncontroversial essence."

Further reading:

https://thefearlessheart.org/the-noncontroversial-essence-part-2-unpacking-and-transcending-worldviews/

an additional one percent

E ach week, you are asked to engage in an activity or activities that attempt to grow your strengths one percent. How you choose to interpret each week's task is purely up to you - you are here to learn at a deep level so as to understand your unique traits and *perspectives* on the world.

Over the next week, spend eleven minutes with your team, implementing one instance of convergent facilitation.