

Team Summary... Building a community

<p>Path of creating a team</p> <div style="display: flex; align-items: center;"> <div style="margin-right: 20px;"> <p style="border: 1px solid black; border-radius: 10px; padding: 5px; display: inline-block;">People</p> ↓ <p style="border: 1px solid black; border-radius: 10px; padding: 5px; display: inline-block;">Group</p> ↓ <p style="border: 1px solid black; border-radius: 10px; padding: 5px; display: inline-block;">Team</p> </div> <div> <p>Individuals</p> <ul style="list-style-type: none"> • Collection of people • Culture / Values • Generally NO roles <hr/> <p>Charter, Roles</p> </div> </div> <p>Question: How do we make a learning team?</p>	<p>A group is a collection of individuals who coordinate their individual efforts.</p> <p>On the other hand, a team is a group of people who share a common team purpose and a number of challenging goals. Members of the team are mutually committed to the goals and to each other. ... Without purpose and goals you cannot build a team. Jun 14, 2013</p>
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Purpose of doing this. To Facilitate the changing from just a group of people to a team that has its own purpose, charter and culture for working together.

A propose course of action:

1. Has the group assigned roles to manage the process?
2. Do you have a name for your team?
3. Read what a **Charter and Cultural** statement is and discuss.
4. The next steps are to create the charter first and then work on your cultural statement. These actions need to be recorded.
5. You need to define some ground rules for how to deal with disagreements between teammates.
6. Look over the ownership mindset concept and discuss how it fits in this discussion. Remember that the team owns the process not the facilitator

<p>Your culture transforms your group into a team/ (Community)</p>	<p>The team charter acts as a vision for the team, helping to get crystal clear on why the team exist and on their focus. It serves as a touchstone for</p>
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	decision making and day to day behavior.
<pre>graph TD; A[Create the Charter] --> B[Cultural Statement]; B --> C[Supported items Ownership Mentoring Team Practice]; C --> D[Reflecting];</pre>	<p>charter represents a document that describes a project, its rationale, its goals and its participants.</p> <p>The culture is how we operate together</p> <ul style="list-style-type: none">• What are our values as a community? Examples of potential values• How do we deal with other people?• Do we have norms that we operate with?• Any rituals that we follow?• What are our beliefs?

An example of a team's culture statement:

- The team honors its members by supporting their growth and wellbeing.
- The team has a charter & culture (set of values, norms & rituals) it follows.
- Team members have roles within their team that can vary over time.
- They have a common purpose (Goals) for what they do.
- We value such items as Trust, listening, Honesty, Empathy, Curiosity, Questioning, and continuously making our community better.
- Our disagreements are handled in a loving professional way.



- Having a sense of purpose to achieve our goals
- Problems are opportunities, the bigger the problem the bigger the opportunity. Mistakes are for learning.

Charter: General thoughts:

The team charter acts as a vision for the team, helping to get crystal clear on why the team exist and on their focus. It serves as a touchstone for decision making and day to day behavior.

The benefits of a team charter are numerous including:

- Ensuring buy-in from all team members
- Holding all team members accountable
- Clarifying roles and responsibilities within the team
- Demonstrating the team's purpose to the rest of the organization
- Providing clarity and reducing confusion in cases where conflicts may arise.

Item	Description
Team Charter:	
Purpose	
Rules	
Organization structure	
Authorization?	
Goals for our team	These are common goals that we all share

Team Culture:

What are the elements of a team culture statement? Discuss ours? The culture is how we operate together

- What are our values as a team?
- What are our values?



- Do we have norms that we operate with?
- Any rituals that we follow?
- What are our beliefs?

Do Organizations have a Culture?

- Organizational culture is a set of beliefs shared by the people in an organization. It contains the members' values, norms and assumptions. Organizational culture can be considered a system because it has input and output.
- Every organization's culture is different. The organizational culture at a bank, for example, is very different than that of a nonprofit. Some key indicators of an organization's culture are the dress code, furniture, topics of discussion and demeanor.

Norms	What fun and innovative ways can we make the team better,
Rituals	What actions or events do we want to do to learn, honor our team member, etc.
Beliefs	Learn from Failure” and “Make Others Successful, Focus on the customer and all else will follow, Only the best is good enough,
Values	Trust, Honesty, Listening, Empathy
Sports Analogy	In a good sports team the players work together (no stars) and care about each other and want all to be successful.
How do we operate and behave when we disagree with each other?	Feedback, Respect, Open mindedness, Empathy, Confidence, Friendliness, Listening, Clarity & Concision






WHAT ACTIVITIES SHOULD WE PRACTISE TO GET BETTER AT?	Like a sports team/ music team <ul style="list-style-type: none"> • Developing questions • Problem solving Decision making
LEARNING TOGETHER	The team should set a schedule of dates and subject to learn new things together.
WORK WITH A BUDDY ACTING AS A TEACHER	Students should work in a pair share team for learning

Benefit:

The local community (starting with a charter & culture) is the foundation of any society and there should be more encouragement from local governments for its citizenry to join in local social groups, care groups, sporting or cultural groups...whatever, just interact with each other and all try to build a more harmonious society and it starts in the neighborhood. Local towns should be totally transparent and inclusive and take the people with them on decisions that impact on day to day living. It's a start that hopefully will encourage a better understanding and respect for each other . Again, hopefully such a community could be replicated on a larger stage, i.e.. state and federal levels. Big calls I know but you have to start somewhere. If people feel involved they may no longer feel powerless and thus open to exploitation from an organization using fear as a political weapon.

How to recover and rebuild trust in the system and in the community...that is so difficult. Obvious is the need to get an informed populace; one that is not open to crackpottery and will consider logically presented facts. We need to discuss and understand our goal of a WE culture versus an I society (where we think of only ourselves). Speaking of facts, I am tired of hearing this line of "alternate facts" ...there are facts and there are lies. There are not two sets of facts. Sure you can have a differing view on an issue, but you can't have your own "facts". Getting the factual true story out there requires a strong well resourced completely independent public





broadcaster and strict laws on the content published on-line. I know this is incredibly difficult but that alone should not be a reason not to keep on trying.

