

Workshop: Toward Team Success!

This half day workshop will jumpstart your work team and is especially helpful when the team is struggling interpersonally or is beginning a new project or challenged by an existing one. All you need are four sets of Inspiration Cards, **Success At Work, Together We Can (*)**, **Leadership** and a **Variety Pack**:

<http://www.songsforyourspirit.com/purchase-cards>

and:

- Time apart with your team, 4-6 hours, preferably off-site in a comfortable atmosphere and room to move around (desks, office chairs, conference rooms not preferred!)
- Access to nature if possible
- A journal or notepad for each person to write in
- Flip chart or white board
- A drum or bell or some other means of drawing the group back together after an activity
- An open mind, adventuresome spirit, and trust that each person will discover personal resistance and engagements, powerful ideas and will contribute to the group experience

(*) **Together We Can** is a very new card and not yet available for general purchase. View this card at: <http://www.songsforyourspirit.com/more-cards> and contact me directly to place an order:

<http://www.songsforyourspirit.com/contact>

1. **GETTING STARTED:** You know yourself and your group, the level of trust present, the level of discomfort (or not!) with this type of experience. It is important for you to set a tone which creates safety and to invite their open minds, sense of adventure, willingness to play. Make it clear that you do not know what will unfold, what will be co-created in the time ahead. Anything is possible!
2. **BURY YOUR WEAPONS (or CLEAR THE DECKS):** [15-30 minutes] Almost everyone enters an experience like this with reservations – perhaps distrust in the leader or the process, perhaps personal discomfort with group activities, perhaps the “stuff of life” that is occupying emotional space. This exercise is a request that each person get honest with themselves about their reservations and to commit to setting them aside for the duration.
 - Ask each person to write this question in their notebooks: *“What is keeping me from being fully present and engaged today?”*
 - Send them off, outside if possible, with these instructions:
 - journal on the question until you find deep clarity in yourself
 - find an object that represents what you wrote
 - bury it – literally if possible – release it fullyBefore they go, let them know:
 - how much time they will have and what means you will use to call them back
 - that they will NOT have to share this with anyone
 - that you will be doing this exercise also

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3. **MY TRUTH REVEALED:** [30 minutes] In groups of two, each person expands their personal truth by speaking to just one other person.
 - Form groups of two – you decide how – I suggest the random “count off” (Number of people/2 ... count to that number twice then find your match)
 - Give each person a *Success At Work* coaching card
 - Description of this activity: *In groups of two, each of you will have 15 minutes to explore your personal truth about you at work. One partner will ask you the questions on the back of this card. You will let yourself answer from a deep inner well of honesty and integrity, from your intuition and awareness, not just from your intellect. The person asking the questions will NOT give any feedback, will NOT judge anything you say, will NOT repeat what you say to anyone else in the room, *may* ask follow-up questions to help you deepen your awareness. This is about you discovering more about you. Each of us has strengths and weaknesses, ways in which we excel and hold back, ways in which we add value to this team and detract from overall team success. Once you have verbally answered the questions, take a few minutes to write in your journal anything powerful that you learned about yourself. Ideally, you find clarity around 1-3 gifts you bring and 1-3 ways in which you hold back, add unnecessary chaos, limit the team.*

I will (ring the bell) after 10 minutes to signal that you will want to wind down asking questions to allow for journaling time. At 15 minutes, I will signal that it is time to switch roles.

Questions? Does everyone agree to 100% confidentiality and non-judgment?
4. **STRETCH BREAK:** Suggest they stand and stretch and move a bit! If you or someone in the group is comfortable leading gentle stretching, do it!
5. **THE WE POTENTIAL:** [30-60 minutes] the group as a whole, if small, or in groups of 4-6, explore team, partnerships, and one’s personal “all in” or “out”
 - Break into groups of 4-6 people
 - Give each person a *Together We Can* coaching card
 - Description of this activity: *Using the collage and the questions on the back to inspire you, go around the group as often as time permits. When you are moved to speak, share the image or question inspiring you and answer. This is a discussion activity! Feel free to respond with your personal truth. Statements that work well here are: “For me, ...” or “I notice that I ...” or “When ... I feel ...”. It is also great to acknowledge others from a place of integrity: “Yes, I notice that you are loyal and it has shown up for me when ...” Once again, this is about each of us learning about ourselves – this time, ourselves in the community of team. We are not here to fix, judge, reprimand, blame.*
6. **STRETCH BREAK:** Suggest they stand and stretch and move a bit!

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7. **ALL TOGETHER NOW:** [60 minutes] The whole group is back together in a circle. Focus is set and shared with the group. Yours may be:

- **Moving forward as a team**
- **The new project**
- **The stalled project**

Description of this activity: *Pass the variety pack cards around and suggest each person selects a collage that speaks to where they are – or where they want to be – with respect to the focus. Ask for someone to scribe the discussion on the white board or flip chart. Then, around and around you go with:*

- *How does the collage speak to you?*
- *Pick one question to answer to the group – repeat as desired*
- *No blame. No judgment. Encourage open questions, ideas, the magic! Write down on the flip chart those things that the group wishes to retain.*
- *When you are done – or time is up – discern with the group what next steps will be. Will you have follow-up discussions? Small focus groups to act on actionable items? Will someone create and distribute a summary of this discussion? How will you bring the value back to the work place?*

8. **STRETCH BREAK:** Suggest they stand and stretch and move a bit!

9. **LEADERSHIP:** Everyone is a leader ... whether they know it or not. Our words, actions, commitment, attitude, our very essence is always speaking to those around us. This final exercise is an opportunity to explore personal leadership traits. Each person will spend time apart discerning who they are as a leader and how they will stretch themselves and move more deeply into leadership on this team.

Description of this activity: *Give each person the Leadership Inspiration Card. Ask them to spend the next 15-30 minutes using the card to explore their own leadership potential on this team and to return to the group with 2-4 powerful YES and 2-4 powerful NO statements in the general format below.*

In service of this team, my leadership will be tangible and have powerful impact as I follow through on these commitments:

- I say NO to this thought/belief/activity/habit which does not serve me or this team
- I say YES to this next action step/quality of my engagement

10. **COMMITMENT CEREMONY:** Having drawn a real or imaginary line on the floor, gather all participants on one side of the line and you on the other. Then, one by one, each person steps up to the line, hands you their YES and NO statements which you hold so they can read them aloud with conviction. When they feel empowered, they take back their journal and cross the line, ready to acknowledge each next person.

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11. **ACCOUNTABILITY:** It is helpful for folks to have a support system or accountability partner for these commitments. Give them time to ask someone else in the group to serve in this capacity. The partner is someone to share progress with and to receive supportive and constructive feedback from.

Be sure to celebrate completion of the experience. Invite folks to post the Inspiration Cards as well as their personal commitment in their workspace as reminders of the work completed.