

ENCOURAGING TEAM WORK



Speakers

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Effective teamwork begins with a motivated group coordinator working with the families to form groups in preconstruction meetings. It is also important to keep construction groups motivated and working together.



DEVELOPING WINNING TEAMS!!!

INTRODUCE TWO TOOLS -

A. **Preconstruction meetings**

Reinforces the mutual aspect of the self-help program.

B. **Membership agreement**

This agreement establishes the structure for the family group and details the expectations and requirements for membership.



PRE-CONSTRUCTION MEETINGS

A. Introduces the concept of various roles specified in next sub-sections



Your Role

A. Teacher

B. Coach

C. Counselor

Teacher/Coach/Counselor

1. Guidance

Ask Questions???

1. How did you hear about the program?
2. What was it about the self-help program that made you say - “this program is for me?”
3. What are your fears and concerns going into construction?
4. What do you think will be the hardest part of the program?

2. Demonstration

Give the participants a simple but useful construction task to complete. (saw horses, small storage shed, etc.)

Teacher/Coach/Counselor

1. Educating

a. Environment

The more comfortable the participant are, the more they will be able to learn.

b. Responsibilities

Preparing for construction and homeownership is significant to the program.

c. Culture

Understanding participants culture can be beneficial to everyone involved with the program.

Teacher/Coach/Counselor

2. Developing

a. After a task

b. “Aha” Moment

Teacher/Coach/Counselor

1. Identify Performance Problems
2. Confronting the Problems Directly
3. Involving Individuals in the Solution

Membership Agreement

This agreement establishes the structure for the family group and details the expectations and requirements for membership.

Effective Leadership

A. List of effective leadership qualities

B. Suggestions for becoming a great leader

Symptoms of a weak team

1. Procrastination
2. Lack of Ownership
3. Conflict
4. Missed deadlines
5. Wasted resources

Dealing with Problems

- A. Introduction of idea of grievance procedures
 1. Must be contained in membership agreement
 2. Procedure must be logical and just
- B. Addressing problems at group meetings
- C. Making formal request to upper management
- D. Discuss potential problems beforehand

Keeping the Group Motivated

Group activities

Measurable goals

Responsibility

Teamwork

Internal and external motivation