

CORNERSTONE 2021 RESOURCE

BUILDING TRUST AMONG YOUR TEAM

Elective for Liaisons

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TOPIC (S)	Communication Skills, Group Dynamic, and Team building.
SUMMARY	In this session, we will explore and discuss the idea of trust and why it is a necessary component of a successful team. Together we will work through a few practical strategies and exercises that you can take with you in building your team(s) this summer. As a team leader, modeling is the key to success; when you show trust, it is almost always reciprocated
GOALS:	Participants will hopefully leave the session with an added understanding of why trust is so important, especially in camp work along with tools that they can practically use this summer.
AUDIENCE:	15-20 participants (more would be possible). Camp staff or older campers.
TIMING:	75 minutes
APPENDICES:	Building Trust amongst your tzevet (team) slides and Trust Tool document.
MATERIALS NEEDED:	Materials/tools for participants to write/type.
SET-UP DETAILS:	If virtual: Group should have ability to break into smaller groups. If in person: Group sitting in a circle or in rows with space to move around and break into smaller groups.

SESSION TIMELINE

75 Minutes Total

- 00:00-00:05- Opening Trigger
- 00:05-00:15 - Icebreaker
- 00:15-00:25 - Reflection on Trust
- 00:25-00:45- Tools for Building Trust
- 00:45-00:55- Reflection and Trust Tool
- 00:55-00:65 - Closing Reflection
- 00:70-00:75- Summary

SESSION OUTLINE:

00:00-00:05 - Trigger - Put up a slide when they enter and have music playing...

Trust: "Reliance on the character, ability, strength, or truth of someone or something."

***Think about that definition for a moment. Trust means that you rely on someone else to do the right thing. You believe in the person's integrity and strength, to the extent that you're able to put yourself on the line, at some risk to yourself.

00:05-00:15 - Icebreaker - Share a time (professionally) camp if possible that you felt a sense of trust amongst your peers and or from a supervisor and why?

00:15-00:25 - Share the following two questions W/ the group:

A- Why is trust such a necessary component to building a great team (especially in a high pressure environment like camp) and why is it so often talked about but not acted upon?

B- What destroys trust? What builds trust? (feel free to share personal examples)

00:25-00:45 - "Building trust does not happen by accident": How to prioritize, trust and build this amongst your team?

- Review Slides 2-7 together in the appendix - allow for comments, push back and reflection.
- Based on the setting, the next part can be done in smaller or larger groups.

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- Allow participants to reflect and share personal examples either as a facilitator, colleague or participant.
- The book Radical Candor might be another great resource for the feedback and keeping leaders accountable section.

00:45-00:55 - Provide 10 minute of reflection and give everyone time to fill out the “Trust Tool”. See “Trust Tool Appendix”

Closing reflection - 00:55-00:65

Ask each person to either share one thing they are taking from this session and or one skill/tool they hope to specifically work on this summer.

*The hope is that this will allow people to see commonality and encourage them to follow up with each other 1:1.

Summary - 00:70-00:75

Encourage them to share and use this tool amongst colleagues in camp. Perhaps openly share with their team of madrichim that this is something they are working on. It allows for them to show vulnerability.

BRINGING IT BACK TO CAMP & SHIFTING TO IN PERSON:

I think this session can be facilitated amongst all levels of staff and it might be wonderful to facilitate on a unit level during pre-camp so they set out as a team using similar goals.