

### Building & Motivating Teams *Specialty Track*

<b>AUTHOR(S):</b>	Dr. Daniel Shore
<b>SUMMARY:</b>	In this session we will co-create experiences using proven tools and techniques for 1) building a foundation of trust among team members and 2) sustaining teams using the 3 pillars of motivation (autonomy, belonging, and competence).
<b>ABC GOALS:</b>	<p><b>Affective:</b> Participants will feel...</p> <ul style="list-style-type: none"> <li>• Empowered to speak up in a team setting</li> <li>• Ready to support their team members</li> <li>• A sense of expertise around collaborating</li> </ul> <p><b>Behavior:</b> Participants will be able to...</p> <ul style="list-style-type: none"> <li>• Listen loudly to others to understand their perspectives</li> <li>• Better lead a team through a challenging situation</li> <li>• Set clear goals that take the team's goals into consideration</li> </ul> <p><b>Cognitive:</b> Participants will know...</p> <ul style="list-style-type: none"> <li>• How to identify the successes and challenges of teamwork</li> <li>• Specific, foundational skills related to effective teamwork</li> <li>• That they are in control of their contributions to their team</li> </ul>
<b>AUDIENCE:</b>	Any age, 15-25 participants; specifically valuable for individuals in leadership roles
<b>TIMING:</b>	270 minutes
<b>APPENDICES:</b>	<ul style="list-style-type: none"> <li>• Workbook 1</li> <li>• Workbook 2</li> </ul>
<b>MATERIALS NEEDED:</b>	<ul style="list-style-type: none"> <li>• Pens</li> </ul>
<b>SET-UP DETAILS:</b>	Large room with enough tables to accommodate teams of 4-6 team members.

#### SESSION TIMELINE

##### Session 1

- 0:00-0:05 Mind Meld (in pairs)
- 0:05-0:25 Introductions & Framing

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- **0:25-0:35 Debrief Mind Meld**
- **0:35-0:45 Workshop Summary**
- **0:45-1:00 Complete Team Charter (in original pairs) & Share with Group**
- **1:00-1:20 Situational Awareness Tool & Business Plan Part 1**
- **1:20-1:25 Share Business Plans with Group**
- **1:25-1:30 Revisit Workshop Summary**

### Session 2

- **0:00-0:05 Revisit Lesson Learned from Session 1**
- **0:05-0:10 Revisit Each Team's Business Plans from Session 1**
- **0:10-0:25 Merge Teams, Combine Charters, and Complete Business Plan Part 2**
- **0:25-0:30 Share New Business Plans with Group**
- **0:30-0:45 Debrief Starting Up a Startup (Parts 1 and 2)**
- **0:45-1:00 Complete Transfer Action Plan**
- **1:00-1:10 Phrase Craze (in groups of 3, or 4 if needed)**
- **1:10-1:15 Debrief Phrase Craze**
- **1:15-1:20 Second Workshop Summary**
- **1:20-1:30 Revisit Team Charter and Assign Roles (per the Team Charter rules)**

### Session 3

- **0:00-0:15 Complete Dream Retreat Part 1**
- **0:15-0:25 Share Dream Retreat Plan with Group**
- **0:25-0:30 Complete Goal-Oriented Team Maturity Assessment**
- **0:30-0:40 Complete Dream Retreat Part 2**
- **0:40-0:50 Share New Dream Retreat Plans with Group**
- **0:50-1:00 Debrief Dream Retreat (Parts 1 and 2)**
- **1:00-1:05 Revisit Workshop Summary**
- **1:05-1:15 Complete Transfer Action Plan**
- **1:15-1:30 Debrief All 3 Sessions**

## SESSION OUTLINE:

### Session 1

- **0:00-0:05 Mind Meld (in pairs)**
  - See "Workbook One" Appendix, page 1, for Experience Guidelines
- **0:05-0:25 Introductions & Framing**
  - Session leader introduces the session topic and ABC Goals for the session, connects the opening activity to the topic, and leads the group in a round of introductions (name, pronouns, camp, favorite group activity at camp).
  - Session leader also emphasizes the concept that the session itself is a model for how they can run the same or similar sessions at their camp.
- **0:25-0:35 Debrief Mind Meld**
  - See "Workbook One" Appendix, page 1, for Discussion Questions
- **0:35-0:45 Workshop Summary**
  - See "Workbook One" Appendix, page 2, for Workshop Summary

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- **0:45-1:00 Complete Team Charter (in original pairs) & Share with Group**
  - See “Workbook One” Appendix, page 3, for Team Charter tool
- **1:00-1:20 Situational Awareness Tool & Business Plan Part 1**
  - See “Workbook One” Appendix, pages 4 & 5, for this Tool, Experience Guidelines, & Plan
- **1:20-1:25 Share Business Plans with Group**
- **1:25-1:30 Revisit Workshop Summary**
  - See “Workbook One” Appendix, page 8, for Workshop Summary

### Session 2

- **0:00-0:05 Revisit Lesson Learned from Session 1/Workshop Summary**
  - See “Workbook One” Appendix, page 8, for Workshop Summary
- **0:05-0:10 Revisit Each Team’s Business Plans (Part 1) from Session 1**
  - See “Workbook One” Appendix, page 5, for Business Plan part 1
- **0:10-0:25 Merge Teams, Combine Charters, and Complete Business Plan Part 2**
  - See “Workbook One” Appendix, page 6, for Business Plan part 2
- **0:25-0:30 Share New Business Plans with Group**
- **0:30-0:45 Debrief Starting Up a Startup (Parts 1 and 2)**
  - See “Workbook One” Appendix, page 6, for Discussion Questions
- **0:45-1:00 Complete Transfer Action Plan**
  - See “Workbook One” Appendix, page 9, for Transfer Action Plan
- **1:00-1:10 Phrase Craze (in groups of 3, or 4 if needed)**
  - See “Workbook Two” Appendix, page 1, for Experience Guidelines
- **1:10-1:15 Debrief Phrase Craze**
  - See “Workbook Two” Appendix, page 1, for Discussion Questions
- **1:15-1:20 Second Workshop Summary**
  - See “Workbook Two” Appendix, page 2, for Workshop Summary
- **1:20-1:30 Revisit Team Charter and Assign Roles (per the Team Charter rules)**
  - See “Workbook One” Appendix, page 3, for Team Charter tool
  - See “Workbook Two” Appendix, page 3, for Team Charter tool

### Session 3

- **0:00-0:15 Complete Dream Retreat Part 1**
  - See “Workbook Two” Appendix, page 3, for Experience Guidelines
- **0:15-0:25 Share Dream Retreat Plan with Group**
- **0:25-0:30 Complete Goal-Oriented Team Maturity Assessment**
  - See “Workbook Two” Appendix, page 6, for this Tool
- **0:30-0:40 Complete Dream Retreat Part 2**
  - See “Workbook Two” Appendix, page 5, for Experience Guidelines
- **0:40-0:50 Share New Dream Retreat Plans with Group**
- **0:50-1:00 Debrief Dream Retreat (Parts 1 and 2)**
  - See “Workbook Two” Appendix, page 7, for Discussion Question
- **1:00-1:05 Revisit Workshop Summary**
  - See “Workbook Two” Appendix, page 8, for Workshop Summary
- **1:05-1:10 Complete Transfer Action Plan**
  - See “Workbook Two” Appendix, page 9, for Transfer Action Plan



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- **1:10-1:30 Debrief All 3 Sessions**
  - Share: Lessons Learned, Epiphanies, Takeaways
  - Written Feedback: Start, Stop, Continue

**BRINGING IT TO YOUR CAMP:**