

Strengthening Your Team During Times of Change

Facilitator: Carol Jones



Aims of the 'Strengthening Your Team' Series

1. Support senior teams to re-connect and connect during and after significant change, including the current CV19
2. Consider the theory and practice of team development as well as the leadership of change
3. Encourage you – as a team - to become even more effective in developing strategies for effectively leading change.

Team tasks between sessions

How are you connecting and how might you
connect /re-connect as a team?

Session 1 of 3



Thank You



Session Protocol

Reflections / Sharing Points / Questions (use chat)



Influences...Leading Change

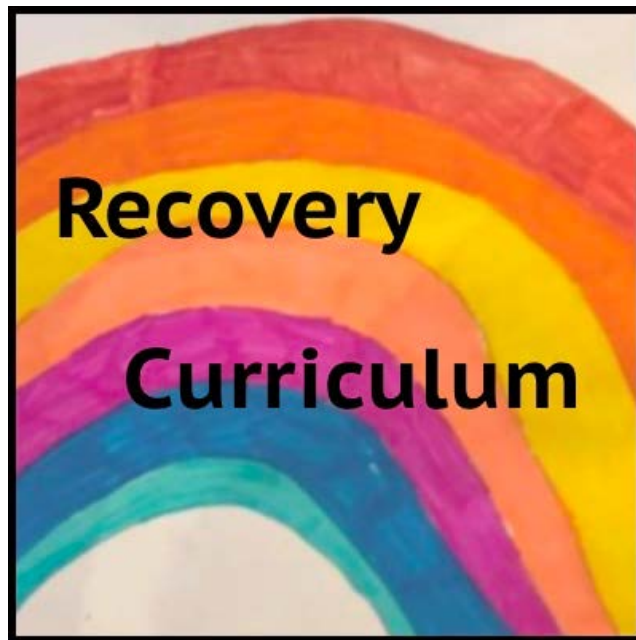
Models for leading change:

1. William & Susan Bridges' Transition Model
2. Elizabeth Kubler-Ross emotional response model
3. Kotter's coalition-based model
4. Viviane Robinson – reducing change to increase improvement
5. Myers Briggs (MBTi) as a licensed practitioner

Think Piece....

A Recovery Curriculum: Loss and Life for Our Children and Schools Post Pandemic

Barry Carpenter, Oxford Brookes University & Matthew Carpenter, Principal, Baxter College, Worcestershire.



Is it time for a Team Recovery Curriculum?

Questions to reflect on....

How have you connected as a team during this time? (*in school - what's it been like?*), remote conference calls (*Zoom /GoTo. etc*)

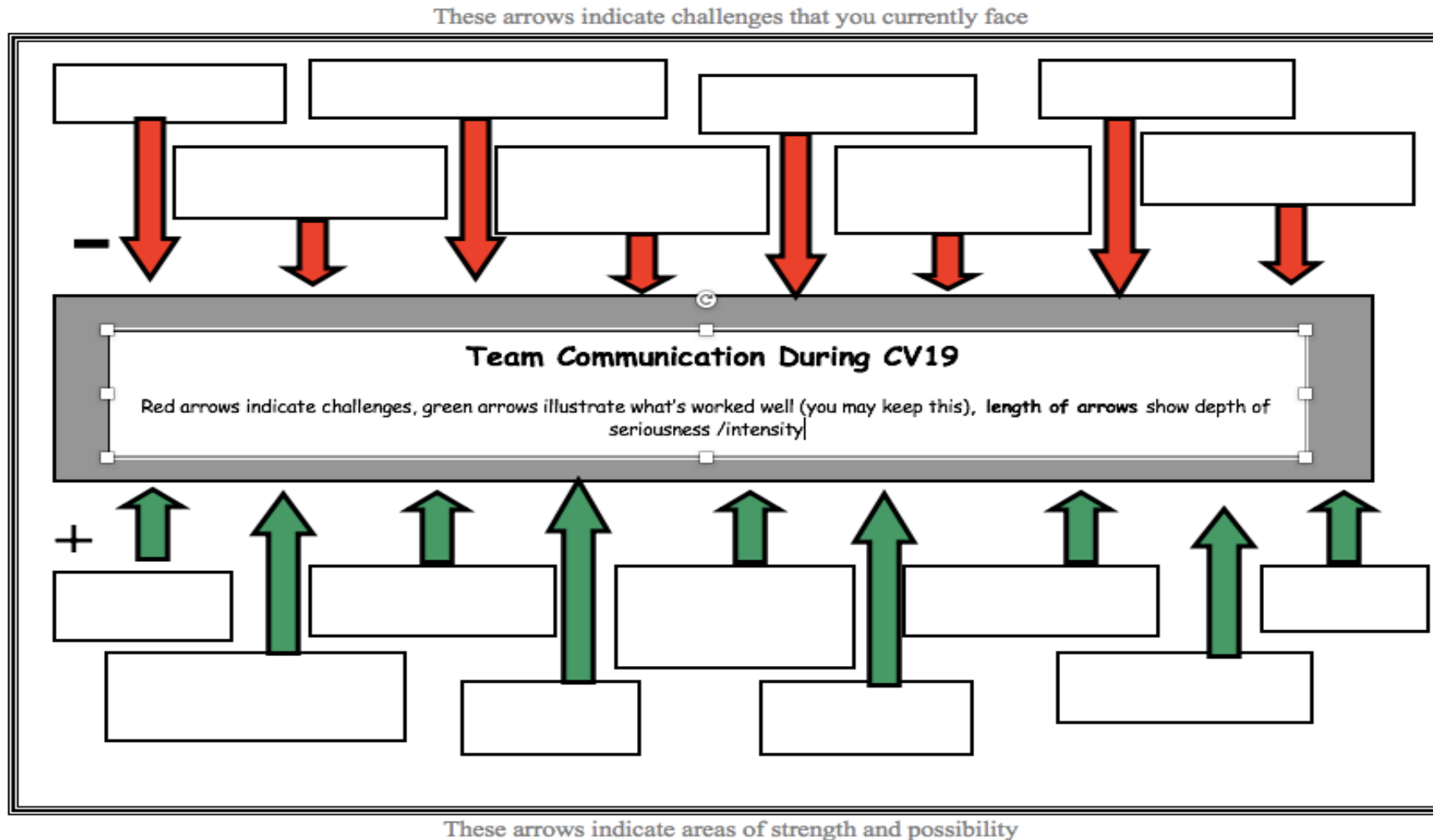
What's worked well? (*you may decide to keep*)

What's been a challenge?

What have you learnt about yourself, each other and the team? (reference to your MBTi type?)



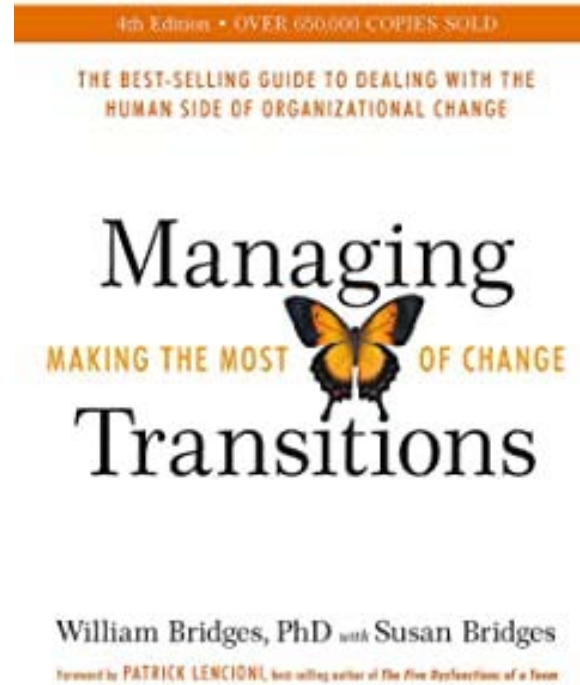
Team Communication - A Forcefield Perspective (Toolkit)

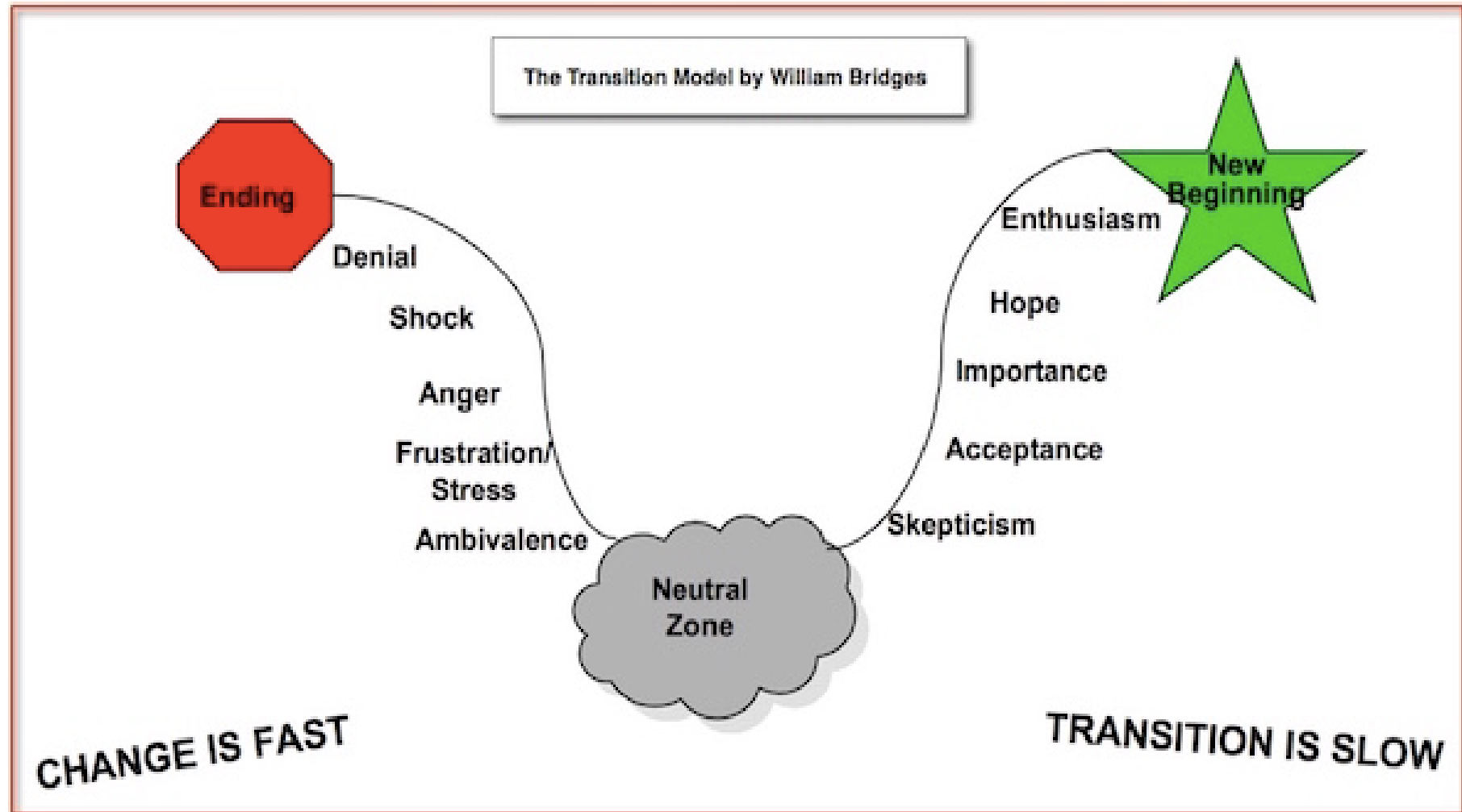


Reflections / Sharing Points / Questions



William & Susan Bridges' Transition Model





Assessing Transition Readiness

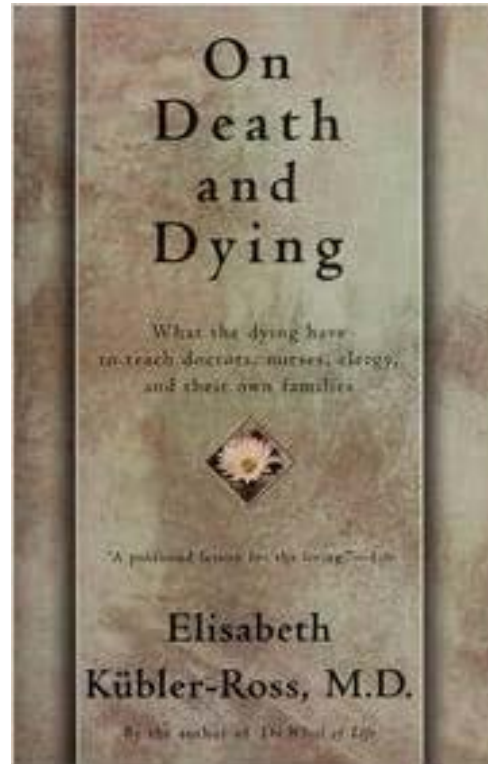


“Transition does not require that you reject or deny the importance of your old life, just that you let go of it”

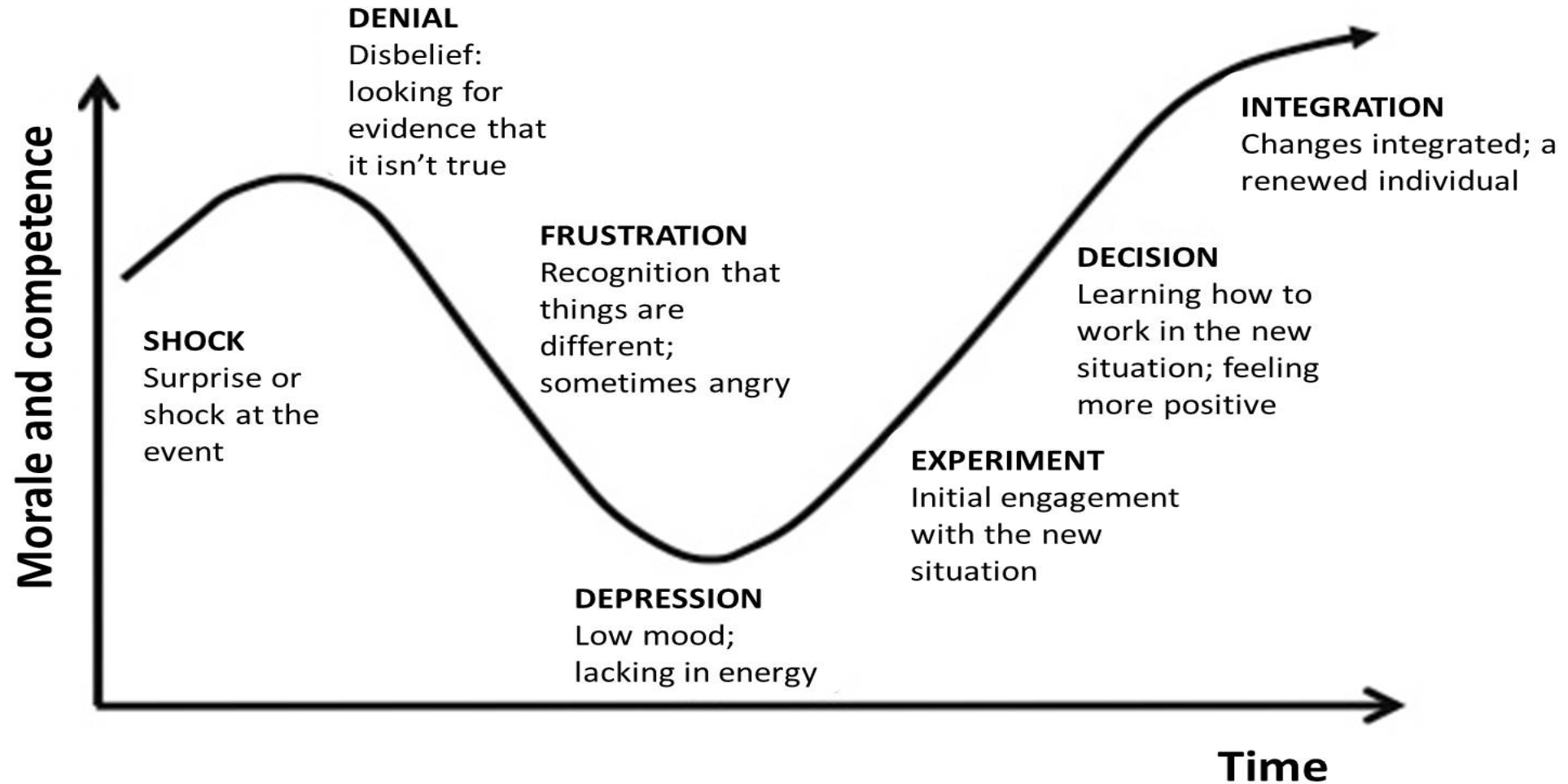
William Bridges

Elizabeth Kubler Ross

Grief /loss /letting go ...is a necessary part of change



Elizabeth Kubler-Ross - The emotional response model



Sharing loss and hope is important now...



The roller coaster of emotions arising from change requires a self-aware and resilient team



Teams



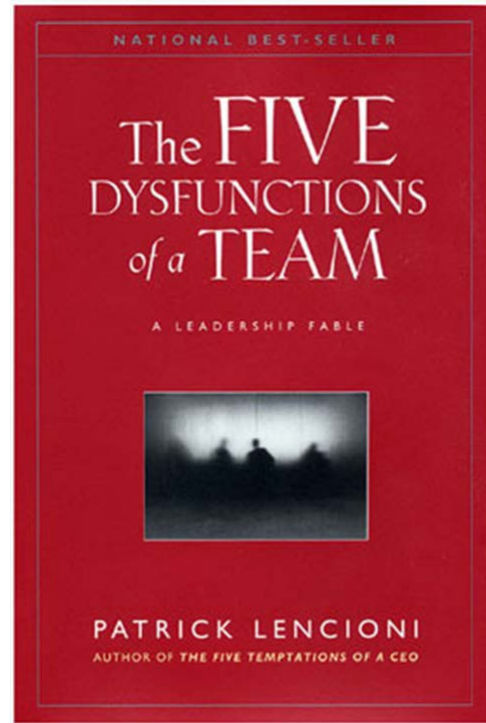
What is a team?

‘A small number of people with complementary skills who are committed to a common purpose, set of performance goals, and shared approach for which they hold themselves mutually accountable’ (Katzenbach & Smith)

What makes an effective team?



Lencioni's theory of teams (*Toolkit*)



“No quality or characteristic is more important than trust”

The role of the team leader re. team dysfunctions

The Role of the Leader

Inattention to...

Avoidance of...

Lack of...

Fear of...

Absence of...



Focus on Collective Outcomes

Confront Difficult Issues

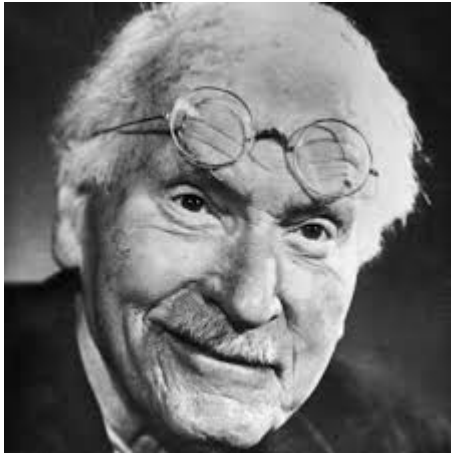
Force Clarity and Closure

Mine for Conflict

Go First!

Patrick Lencioni

Might a self awareness of our team affect the way we work?Personality Preferences (MBTI)



The four dimensions of type

EXTRAVERSION



INTROVERSION

Where do you get your energy from?

SENSING



INTUITION

What kind of information do you prefer to use?

THINKING



FEELING

What process do you use to make decisions?

JUDGING



PERCEIVING

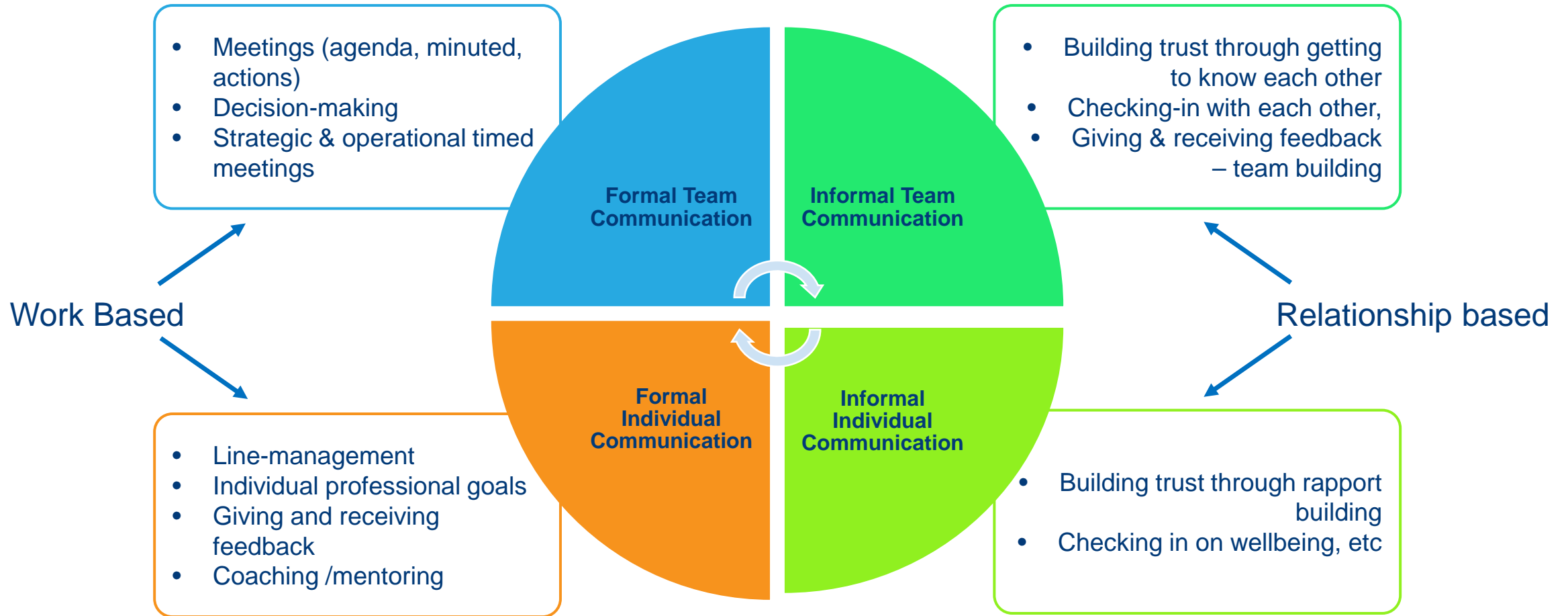
How do you deal with the world around you?

The MBTi Team Type Board





Building teams through work and relational communication (frequency & depth)



(adapted from Dr. Rachel Cubas Wilkinson, Myers Briggs Senior Consultant..)

Re-build relationships

- Team-building event (see programme & tools)
- Re-visit your 'why' values /vision
- Share experience
- Understand personality preferences (informs) working practice
- Explore team dynamics
- Review team roles
- Give and receive feedback on team effectiveness
- Coaching /mentoring

Create systems to communicate

- Create a 'team recovery curriculum' **with** your team
- Formal and informal team and individual communication
- What will you keep?
- What will you change? How?
- Are you 'Transition Ready?'

Review remote leadership

- Do you have a leader of 'remote working'?
- Why? Who? What? When?

Team Activity...

- Team-building event (*see programme & tools*)
- Re-visit your 'why' - values /vision
- Share experience
- Create a 'team recovery curriculum' **with** your team
- Assess your team's communication
Formal and informal team and individual communication
- What will you keep?
- What will you change? How?
- Are you 'Transition Ready'?
- Think, discuss, plan'



Any Challenges?



Reflections / Sharing Points / Questions (use chat)



Next Steps



Session 2 | 3 June, 4.00 – 4.45pm

Session 3 | 11 June, 4.00 – 4.45pm





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