


Team worksheet:

Date	Team name

Purpose of doing this. To Facilitate the changing from just a group of people to a team that has its own purpose, charter and culture for working together.

<p style="text-align: center; font-size: 24px; font-weight: bold;">1</p> <p>Think about the progression of a team</p> <p>Path of creating a team</p> <div style="display: flex; align-items: center; gap: 10px;"> <div style="text-align: center;"> <div style="background-color: #fff9c4; padding: 5px; border: 1px solid #ccc;">People</div> <div style="font-size: 12px;">↓</div> <div style="background-color: #fff9c4; padding: 5px; border: 1px solid #ccc;">Group</div> <div style="font-size: 12px;">↓</div> <div style="background-color: #fff9c4; padding: 5px; border: 1px solid #ccc;">Team</div> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Individuals</p> <ul style="list-style-type: none"> Collection of people Culture / Values Generally NO roles <hr/> <p>Charter</p> </div> </div> <p>Question: How could this be like a path?</p>	<p style="text-align: center; font-size: 24px; font-weight: bold;">2</p> <p style="text-align: center; font-size: 18px; font-weight: bold;">DISCUSS each item relating to our community</p> <div style="display: flex; align-items: center;">  <div style="border: 1px solid #ccc; padding: 5px;"> <p>Elements of Culture</p> <ul style="list-style-type: none"> - Language <ul style="list-style-type: none"> Communication - Symbol <ul style="list-style-type: none"> Gesture, sound, color, design - Values <ul style="list-style-type: none"> Goodness and beauty - Beliefs <ul style="list-style-type: none"> Shared ideas - Norms <ul style="list-style-type: none"> Rules and expectations - Rituals <ul style="list-style-type: none"> Rites and Public ceremony </div> </div> <p style="text-align: center; font-size: 18px; font-weight: bold;">culture</p>
<p style="text-align: center; font-size: 24px; font-weight: bold;">3</p> <p>Do Organizations have a Culture?</p> <ul style="list-style-type: none"> Community Culture? <p>Discussion of the elements of the community culture</p> <p>What are the boundaries?</p> <p>Could this add value to anybody?</p> <p>Write up the results</p> <p>The school will foster a Team/community based culture of a learning environment, with all</p>	<p style="text-align: center; font-size: 24px; font-weight: bold;">4</p> <p style="text-align: center; font-size: 18px; font-weight: bold;">Essential Questions I must answer</p> <ul style="list-style-type: none"> 1. What do I bring to the team? 2. What are our commitments to one another? 3. What differences exist between us? 4. How will we operate?



treated as adults and with respect.
What is our classroom culture?
(How are we going to operate?)

Modified Culture

The school will foster a
Team/community based culture of
a learning environment, key values
and treating all as adults and with
respect.

- 5. How will we know we are succeeding? What benefits does a team approach help in solving problems?
- How are we going to work together – handle conflicts

A propose course of action:

1. Has the group assigned roles to manage the process?
2. Do you have a name for your team?
3. Read what a Charter and Cultural statement is and discuss.
4. The next steps are to create the charter first and then work on your cultural statement. These actions need to be recorded.
5. You need to define some ground rules for how to deal with disagreements between team mates.
6. Look over the ownership mindset concept and discuss how it fits in this discussion. Remember that the team owns to process not the facilitator

Charter: General thoughts:

The team charter acts as a vision for the team, helping to get crystal clear on why the team exist and on their focus. It serves as a touchstone for decision making and day to day behavior.

The benefits of a team charter are numerous including:

- Ensuring buy-in from all team members
- Holding all team members accountable
- Clarifying roles and responsibilities within the team
- Demonstrating the team's purpose to the rest of the organization



- Providing clarity and reducing confusion in cases where conflicts may arise.

Purpose: Why do we exist as a team?

A seemingly simple question yet if you were to ask each person in your team would they respond with identical answers? Having clarity around team purpose is the key to a high functioning, high performing team.

Item	Description
Team Charter:	
Purpose	
Rules	
Organization structure	
Authorization?	
Goals for our team	These are common goals that we all share

Team Culture:

Discussion Situation Discuss what a team’s culture is. How is it like a company or communities’ culture?

Why does it matter? *Remember Travis Kalanick, the former CEO of Uber?*

*The deposed chief executive set the tone for the company’s culture. Under him, Uber flouted local laws and criticized competitors in its quest for success. **Thanks to the company’s***

pervasive “bro” culture, sexual harassment and discrimination were rampant.

Employees were pitted against one another, and management turned a blind eye to infractions from top performers.



Contrast Kalanick's approach to leadership and culture to Microsoft CEO Satya Nadella, who took the company's reins in 2014. He inherited a company lacking innovation—and relevance. Microsoft's stock performance was flat. His goal was to shift the culture from "know-it-all" to "learn-it-all." "Microsoft's culture had been rigid," he wrote in his book, Hit Refresh. "Each employee had to prove that he or she was the smartest person in the room. The culture change I wanted was centered on exercising a growth mindset every day."

Three years later, not only are employees happier, more innovative, and empathic, but the company has generated more than \$250 billion in market value—more than Uber, Airbnb, Netflix, Spotify, Snapchat, and WeWork—combined.

What are the elements of a team culture statement? Discuss ours? The culture is how we operate together

- What are our values as a team?
- What are our sacred values?
- Do we have norms that we operate with?
- Any rituals that we follow?
- What are our beliefs?

Item	Description
Norms	What fun and innovative ways can we make the team better,
Rituals	What actions or events do we want to do to learn, honor our team member, etc.
Beliefs	Learn from Failure” and “Make Others Successful, Focus on the customer and all else will follow, Only the best is good enough,
Values	Trust, Honesty, Listening, Empathy





Sports Analogy	In a good sports team the players work together (no stars) and care about each other and want all to be successful.
How do we operate and behave when we disagree with each other?	Feedback, Respect, Open mindedness, Empathy, Confidence, Friendliness, Listening, Clarity & Concision

WHAT ACTIVITIES SHOULD WE PRACTISE TO GET BETTER AT?	Like a sports team/ music team <ul style="list-style-type: none"> • Developing questions • Problem solving Decision making
LEARNING TOGETHER	The team should set a schedule of dates and subject to learn new things together.
WORK WITH A BUDDY ACTING AS A TEACHER	Students should work in a pair share team for learning

Publish your results

