

# Employee Engagement | Team Building



## What is it?

- An intentional effort to discover shared values, objectives and membership for a group of people who function as a team
- Recognize the strengths and interests of each of the team members

## Four-Part Teaming Model:

<b>Vision:</b> What do you want to accomplish?	<b>Membership:</b> <ul style="list-style-type: none"><li>• Why are you here?</li><li>• Why are you on our team?</li><li>• What gifts, talent, experience, etc., do you bring to our team?</li></ul>
<b>Influence:</b> <ul style="list-style-type: none"><li>• How should and how will you influence our team?</li><li>• What agreements can you make to have a positive influence on our team?</li><li>• How will you interact with other team members?</li></ul>	<b>Personal Reward:</b> What's in it for me?

Source: The Shirt Pocket Guide to Team Building, Robert Brown Ph.D., credits Rudy Williams  
[www.CollectiveWisdom.com](http://www.CollectiveWisdom.com)

## How do I use the Four-Part Teaming Model?

- If possible, send the questions in the four quadrants in advance to the team, alerting them that they will share their responses at the next meeting
- Use flip chart paper or whiteboard and fill in the quadrants starting with Vision (upper left corner) for each individual on the team
- Ask each member to share their responses and record on the flip chart paper or whiteboard.
- Do one box at time (record everyone's vision first, then proceed to Membership, then Influence, last Personal Reward)



## Paraphrased Author Notes on the Quadrants

<p><b>VISION:</b> To create a team, start with compelling task. Most places, the task is compelling because it contributes to the company mission and vision and employees feel emotionally engaged in their work.</p> <p>Consider asking members to rate the task on a scale of 0-10 and explain why the task was given that score.</p> <p>Discuss if you have a mutual vision or outcome that creates compelling work for each person.</p>	<p><b>MEMBERSHIP:</b> the most complicated part of this model and the most powerful element of a true team. Sense of membership means that everyone on the team knows why he or she is a valued member of the team.</p> <p>Two options if you are the person forming the team:</p> <ul style="list-style-type: none"><li>• Ask potential members why they should belong on the team</li><li>• Tell each one why I choose them.</li></ul>
<p><b>INFLUENCE:</b> The idea is to make it clear and easy to influence how the team works. Can be an exercise in creativity.</p>	<p><b>PERSONAL REWARD:</b> “What’s in it for me.” Personal rewards must be known and should be quick and often.</p>

### Keys to Success:

- Everyone contributes
- Record responses with the entire group for everyone to directly hear the responses.
- Provide safe environment
- Strengths-based conversation
- Influence quadrant responses can become ground rules or rules of engagement. If so, should be discussed and agreed upon. Write them up and regularly review how they are working.
- If someone on the team shouldn't be on the team, you won't have a team until this person improves or is removed.