TEAM DYNAMICS

2015 Fuller Center Conference

Americus, GA
January 2014 Haiti Team
Effective volunteer leaders are the "keys" by which we unlock volunteer hands and minds.
The dynamics of a team depend on each team member. Unseen forces that exist in a team between different people or groups are called team dynamics and can strongly influence how a team reacts, behaves or performs. Many factors influence team dynamics, such as personalities of team members, how the team operates, how the team views itself and the team's mission.
**Roles**

**Leaders**
- Manage dynamics
- Ice breakers
- Go-between for host country and the team
- Plan daily devotional/discussion
- Work with country leader to set schedule
- Make sure everyone stays involved

**Host Country**
- Buying materials
- Booking R&R activities
- Arranging logistics
- Determining appropriate ministries
- Leading construction
Some very important points!
1. *Manage expectations right from the start!*
1) Flexibility

2) Construction – more about relationships than building

3) Try to make team decisions...

4) Ability to deal with and tolerate different personalities
5) Accommodations

6) Bring concerns to team leader first – don’t let them fester
Specifically when do you manage expectations?

A) During phone interview

B) In pre-trip printed materials
C) In the first orientation session the very first day
D) In every team meeting
E) In every morning circle
What are the main expectations you need to manage?

What are some ways you have managed expectations?
Give a question of the day to the team every morning
2. Push team members to get to know each other’s names
a) Create a team bio and photo document and send to team members before the trip.

B) Facebook group/chat

c) Use name tags early on

d) Ask for volunteers to name every other person on the team
3. Provide team activities that promote getting to know each other better
Activities that promote getting to know each other better

- Tea Break in Tajikistan

a) The “walk with, sit with, talk with, eat with” rule
b) Some sample get acquainted games

* Two truths and a Lie
* Three questions
* Who Am I
* Mad libs
(other ideas of ways for people to get to know each other?)
4. Hold daily team meetings that are thoughtful, insightful and thought provoking
Morning meeting

- Can be brief
- Housekeeping details
- Safety on the worksite
- A good time for a devotional
Evening meeting

- Usually a little longer
- Housekeeping details
- Discuss the Question of the Day
- Invite someone local to join evening event
- Affirmations to someone for doing something good
- Close with a reflective reading/devotional
5. A team leader should have the following goals

a) Personal agenda is set aside

b) Be aware at all times of team dynamics
c) Nip problems in the bud
d) Be humble and approachable
e) Create such a wonderful experience that team members go home wanting to “do that again”!
f) Be willing to get dirty! Be a role model

g) Make sure team members are happy at the work site
Discussion Time

- Additional thoughts/questions