Hopeful Endemic: Moving Forward with Team Building

Nikhat J. Ghouse
Association of Southeastern Research Libraries Webinar
December 14, 2022
Overview

- Introduction
- About teams
- On teambuilding
- Building activities
- Questions
Why Hopeful Endemic?

- Endemic +2 years away
  - Ongoing “Tripledemic” – Flu, R.S.V. & Covid
- Pandemic of racial injustice, systemic oppression, & exploitation
- Virtual/Hybrid environments normalized
- Library staff burnout
- Vocational awe (Ettarh)
Burnout

https://www.mentimeter.com 3333 6591
Burnout is a psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job.

Maslach & Leiter (2016)
Burnout

- Exhaustion
- Feelings of cynicism
- Detachment from the job
- A sense of ineffectiveness
- Lack of sense of accomplishment
Are you part of a team or group?

https://www.mentimeter.com

3333 6591
Teams
Definitions

Group
- Collection of people
- Located in the same place
- Complete a task
- Share information, views, & insights
- Focus: individual performance & actions geared toward it

Team
“A team is a small number of people with complementary skills who are committed to a common purpose, set of performance goals, and approach for which they hold themselves mutually accountable.”

~ Katzenbach and Smith (1993)
Characteristics

Group
- Singular leader
- Individual accountability
- Purpose is same as organizational mission
- Individual work products
- Focused meetings
- Measurable effectiveness by its influence on others
- Discussions, decisions and delegation

Team
- Shared leadership
- Individual & mutual accountability
- Deliverable purpose
- Collective work products
- Open-ended discussion/problem solving meetings
- Measurable performance/assessment of products
- Discussions, decisions, & real work done together

Katzenbach & Smith, 1993
Successful Team

- Establish urgency
- Select membership based on skill or skill potential; not personality
- First meetings and actions set initial impressions
- Set clear guidelines on behavior
- Set clear goals for team performance
- Learn to be a team
- Engage positive feedback, recognition and/or reward
Team Building
Team Building: The Activity

- Purpose
- Goals
- Time allotted for activity
- Next steps
Activities by type

- Time allocated
- Facilitator (not you; nope)
- Theme
- Pre–work (safe space)
- Ice breaker
- Number of activities
- Small group and large group
- Closing
- Follow–up
- Build from these activities (no stand alones)
Example

- **Time allocated:** 2 – 3 hours including 10–15 break
- **Attendees:** 10 (8 staff/librarians; 2 managers)
- **Theme:** Informal celebration of ALMA completion
- **Pre-work:** HBR article titled: *Leading an Exhausted Workforce*
- **Ice breaker:** A positive event and a challenging event from the last 3 years
- **Number of activities: Two**
  - **#1:** small group (2–4 people) disc on what’s working well with ALMA transition; where do you need more support to continue your work?
    - Return to large group and share highlights
  - **#2:** Large group discussion take support discussion & have a facilitated dialogue on next steps
    - Follow-up in dept & individual meetings
- **Closing:** Ask/tell attendees – do this again in 6–12 months?
  - In that future session show/share results/change/impact etc.
Resources


Ettarh, F. (2018). Vocational awe and librarianship: The lies we tell ourselves. the Library with the Lead Pipe, 10.


Contact

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Transition Headline

Let’s start with the first set of slides
“Quotations are commonly printed as a means of inspiration and to invoke philosophical thoughts from the reader”
This is a slide title

- Here you have a list of items
- And some text
- But remember not to overload your slides with content

Your audience will listen to you or read the content, but won’t do both.
Big concept

Bring the attention of your audience over a key concept using icons or illustrations
You can also split your content

**White**
Is the color of milk and fresh snow, the color produced by the combination of all the colors of the visible spectrum.

**Black**
Is the color of ebony and of outer space. It has been the symbolic color of elegance, solemnity and authority.
<table>
<thead>
<tr>
<th>Color</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yellow</td>
<td>Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.</td>
</tr>
<tr>
<td>Blue</td>
<td>Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.</td>
</tr>
<tr>
<td>Red</td>
<td>Is the color of blood, and because of this it has historically been associated with sacrifice, danger and courage.</td>
</tr>
</tbody>
</table>
A picture is worth a thousand words

A complex idea can be conveyed with just a single still image...

...namely making it possible to absorb large amounts of data quickly.
Want big impact? Use big image.
Use diagrams to explain your ideas
And tables to compare data

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
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</thead>
<tbody>
<tr>
<td>Yellow</td>
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<td>7</td>
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<tr>
<td>Blue</td>
<td>30</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Orange</td>
<td>5</td>
<td>24</td>
<td>16</td>
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</tbody>
</table>
89,526,124

Whoa! That’s a big number, aren’t you proud?
89,526,124$
That’s a lot of money

185,244 users
And a lot of users

100%
Total success!
Our process is easy

Vestibulum congue tempus
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor. Donec facilisis lacus eget mauris.

Vestibulum congue tempus
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor. Donec facilisis lacus eget mauris.
Let’s review some concepts

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You can insert graphs from Excel or Google Sheets
Mobile project

Show and explain your web, app or software projects using these gadget templates.
Tablet project

Show and explain your web, app or software projects using these gadget templates.
Desktop project

Show and explain your web, app or software projects using these gadget templates.
Thanks!

Any questions?
You can find me at @username & user@mail.me
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- Botanical illustrations from [Icones stirpium by Matthias de L’Obel](#) (public domain)
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This presentation uses the following typographies:

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- Body copy: Merriweather Sans

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Extra Resources

For Business Plans, Marketing Plans, Project Proposals, Lessons, etc
Blue is the colour of the clear sky and the deep sea
Red is the colour of danger and courage
Black is the color of ebony and of outer space
Yellow is the color of gold, butter and ripe lemons
White is the color of milk and fresh snow
Blue is the colour of the clear sky and the deep sea
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White is the colour of milk and fresh snow

Blue is the colour of the clear sky and the deep sea
## Gantt Chart

<table>
<thead>
<tr>
<th>Task</th>
<th>Week 1</th>
<th>Week 2</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>1 2</td>
<td>8 9</td>
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<tr>
<td>Task 1</td>
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<td>Task 2</td>
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<tr>
<td>Task 8</td>
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</table>
SWOT Analysis

STRENGTHS
Blue is the colour of the clear sky and the deep sea

WEAKNESSES
Yellow is the color of gold, butter and ripe lemons

Black is the color of ebony and of outer space

OPPORTUNITIES
White is the color of milk and fresh snow

THREATS
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Key Partners</td>
<td>Insert your content</td>
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<tr>
<td>Key Activities</td>
<td>Insert your content</td>
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<tr>
<td>Value Propositions</td>
<td>Insert your content</td>
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<tr>
<td>Customer Relationships</td>
<td>Insert your content</td>
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<tr>
<td>Customer Segments</td>
<td>Insert your content</td>
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<td>Key Resources</td>
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<td>Channels</td>
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<tr>
<td>Cost Structure</td>
<td>Insert your content</td>
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<tr>
<td>Revenue Streams</td>
<td>Insert your content</td>
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</tbody>
</table>
Funnel

- Awareness
- Discovery
- Evaluation
- Intent
- Purchase
- Loyalty

Insert your content
Team Presentation

Imani Jackson
JOB TITLE
Blue is the colour of the clear sky and the deep sea

Marcos Galán
JOB TITLE
Blue is the colour of the clear sky and the deep sea

Ixchel Valdía
JOB TITLE
Blue is the colour of the clear sky and the deep sea

Nils Årud
JOB TITLE
Blue is the colour of the clear sky and the deep sea
## Weekly Planner

<table>
<thead>
<tr>
<th>Time</th>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
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<tbody>
<tr>
<td>09:00 - 09:45</td>
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<td>12:00 - 13:15</td>
<td>✔️ Free time</td>
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<td>15:30 - 16:15</td>
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- Resize them without losing quality.
- Change fill color and opacity.
- Change line color, width and style.
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