

Working Together - Workshop

District Team – Capacity Building



People's Action for National Integration - PANI

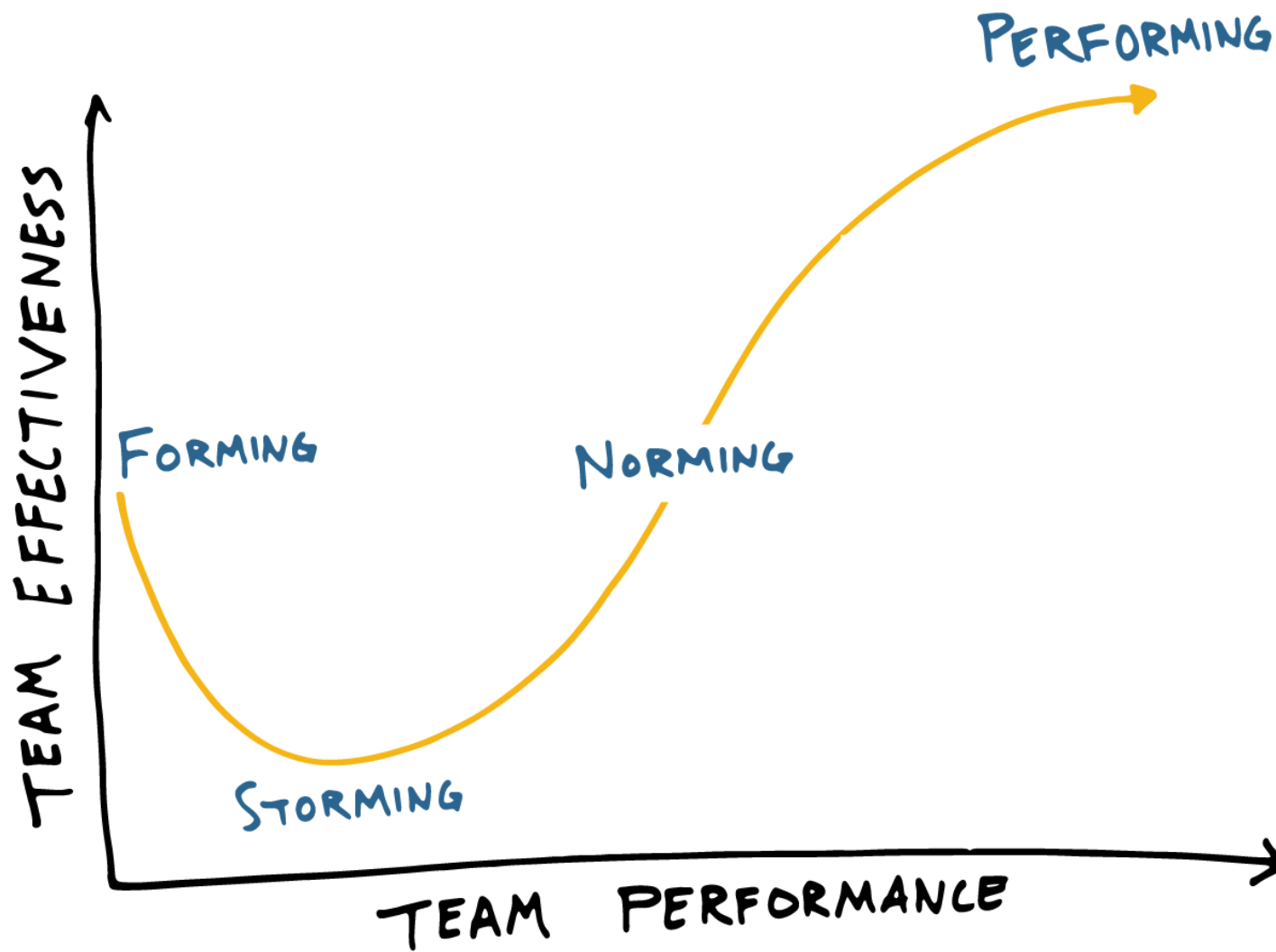




Objectives of today's session

- What is working well for us as a team?
- What is not working?
- How can we fix it?
- How do we manage conflicts?

Team Stages

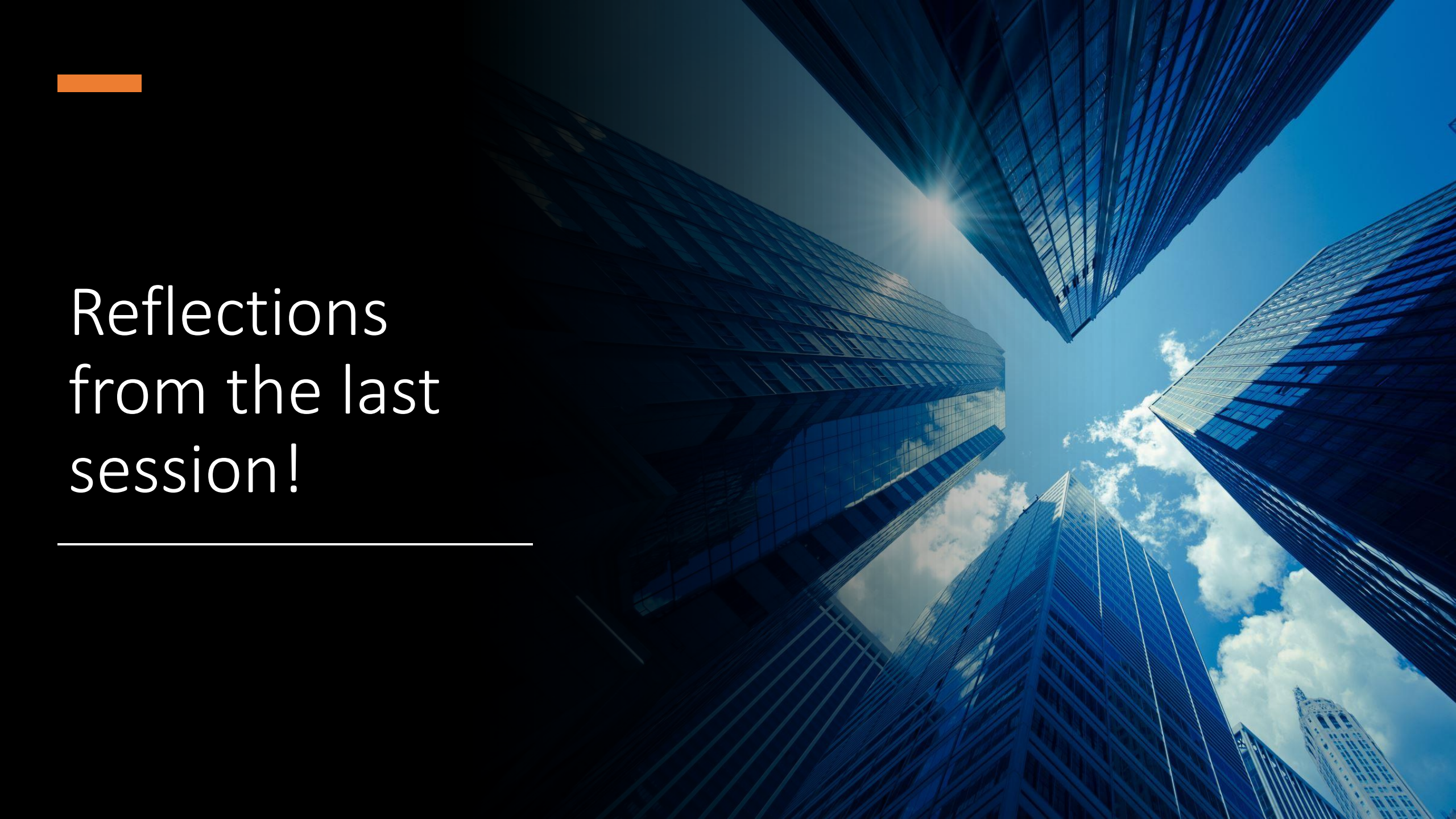


Team Roles





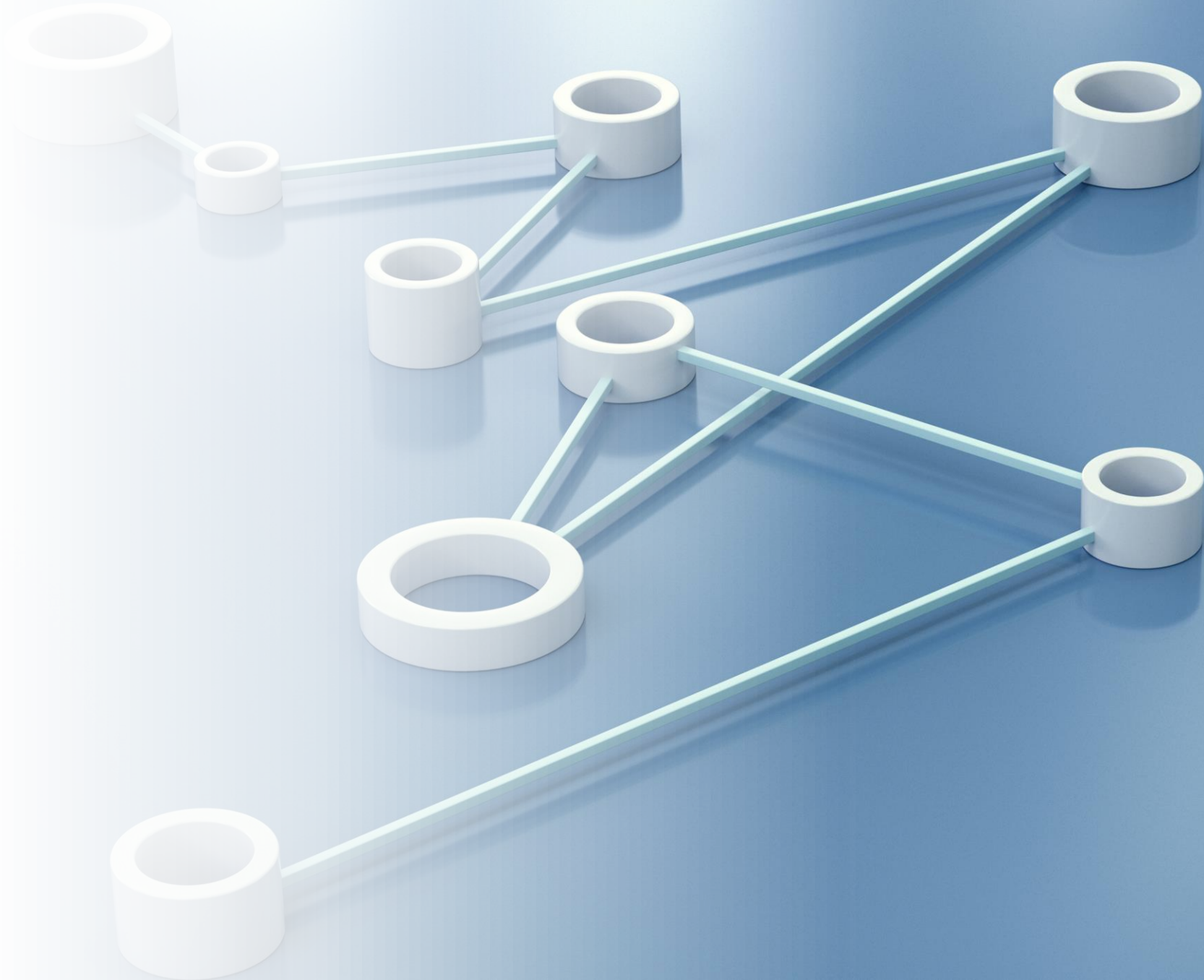
Reflections from the last session!





Workshop format

- Facilitated discussion
- Focus on what you want to talk about
- Brainstorm ideas and way forward together!
- 'Go with the Flow'





What is working in our favour?



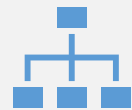
What is going well for us?



What are we proud of?



What is the USP (Unique Selling Point) of our team?



On a scale of 1 to 10 (1 being lowest; 10 being highest), what would you rate your team!



What is not working for us?



What do we get frustrated about?



What is not working in our favour?



What do we want to get better at?

Group Reflections

<ul style="list-style-type: none"> - Able to coordinate with each other... - Performance is good; we go beyond what needs to be done - Multi-tasker - Technology - 8 	<ul style="list-style-type: none"> - Support each other – personal and professional - Big picture we understand - Different verticals are on the same page - 7 	<ul style="list-style-type: none"> - Support each other; and help each other - Diversified team (we have lots of experts) - We are on the same page - Seniors are supporting us and we get help as well - Quality implementation – documentation or agri work - 7 	<ul style="list-style-type: none"> - Coordination is strong - Diversified and united - We can understand the goal to achieve - We achieve success - Technology + CRP Cadre - 8
<ul style="list-style-type: none"> - Result not as per plan – that also frustrates us - Delay in reports - External environment – covid; climate; enabling environment - Internal – new employees and old employees how to they start working – no peer pressure - Ownership is very imp 	<ul style="list-style-type: none"> - We are not frustrated - There is an overlap of activities on the field - Senior – they are very supportive - Not just the seniors but even we help and support - Cross team learning and engagement 	<ul style="list-style-type: none"> - Perception about a certain member – can be judgemental - We need to look at the timelines and activities on the field - Can build more trust and be reliable; weekend gathering – get to know each other... - Deliverables on time... 	<ul style="list-style-type: none"> - When we have to do something individual rather than team - Team is good – other vertical members help us - Manthan program – face to face conversations we were able to resolve things

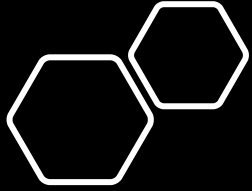


“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.”

Patrick Lencioni, author of The Five Dysfunctions of a Team

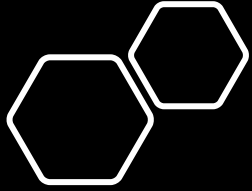


5 dysfunctions of a team!



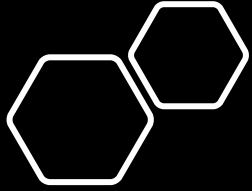
Teams that lack trust...

- Conceal weaknesses and mistakes from each other
- Don't ask for help or a piece of advice
- Hesitate to offer assistance when it's outside their own area of responsibility
- Hesitate to offer feedback or compliment one's skills
- Hate meetings and avoid spending time together.



Teams that fear conflict...

- Hesitate to voice opinions and concerns
- Ignore controversial topics even if they have potential to determine team's success
- Have more interpersonal conflicts and personal attacks
- Have backchannel communication and politics



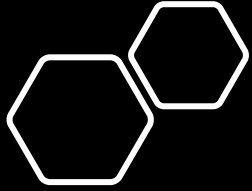
Teams that lack commitment...

- Lack confidence and are in fear of failure
- Discuss the same topics or decisions over and over again
- Make ambiguity and second-guessing thrive
- Fail to seize opportunity spending too much time on making a decision




Teams that avoid accountability...

- Make high performers discouraged
- Miss deadlines
- Make team leaders overwhelmed as the sole source of discipline
- Remain mediocre



**Teams that are
not focused on
collective
results...**

- Lose achievement-oriented team members
- Get distracted from collective goals easily
- Fail to develop
- Lose market competition



Let's try and
apply this!

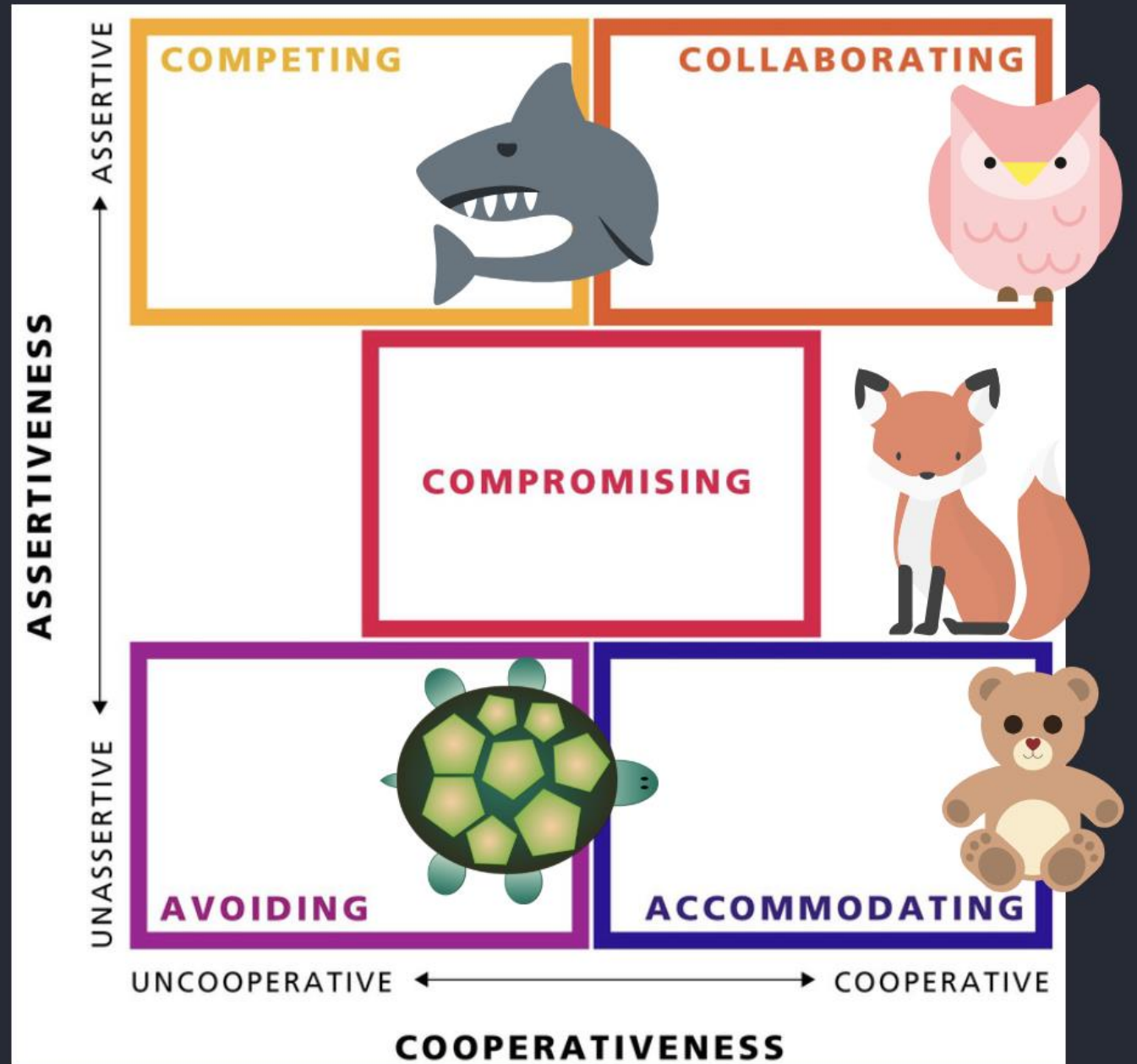
- Where would you see the District team?
- Where would you see the Block teams? Why?



5 dysfunctions of a team!

Conflict Resolution

THOMAS KILMANN CONFLICT MODEL



Thomas-Kilmann Conflict Modes

Assertiveness

Focus on my needs, desired outcomes and agenda. Risk damage to relationships



Competing

- Zero-sum orientation
- Win/Lose power struggle

struggle

Collaborating

- Expand range of possible options
- Achieve win/win outcome

Compromising

- Minimally acceptable to all
- Relationships undamaged

Avoiding

- Withdraw from the situation
- Maintain neutrality

Accommodating

- Accede to the other party
- Maintain harmony



Cooperativeness

Focus on other's needs and mutual relationships

7Cs of team working



Coordination



Communication



Common goal



Compassion



Conflict resolution



Connection



Creativity

Thank you!



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