Team Building: Methods to Bring the Whole Troop Together

[*This month should be a guided discussion with participation from the attendees.*]

- What is team building? [*Solicit answers from participants.*]
    - Team building refers to activities undertaken by groups of people in order to increase their motivation and boost cooperation and performance.
- What are some teams that can be found in a troop? [*Solicit answers from participants.*]
    - Possible answers: a patrol; the PLC; the whole troop; a group going on a particular outing
- What are some characteristics of effective teams? [*Solicit answers from participants.*]
    - Answers from *Introduction to Leadership Skills for Troops*
        - Common Purpose
        - Interdependence – all members are successful in their roles
        - Appropriate Roles, Structure, and Process
            - Members know their roles and boundaries
            - Communication channels are open
        - Leadership and Competence
        - Team Climate
            - People show respect and trust for one another, value different opinions
            - Team environment is open and collaborative
        - Performance Standards
            - Team sets high standards and critiques their own performance and decisions against them
        - Clarity and Understanding of Boundaries
            - Vision for accomplishing the goals of the team and the methods to be used are understood by all
- During the course of a year the teams in a troop will likely go through the five stages of team development as identified by educational psychologist Bruce Tuckman.
    - Forming (low skills, high enthusiasm)
    - Storming (low skills and enthusiasm)
    - Norming (skills and enthusiasm are rising)
    - Performing (high skills and enthusiasm)
    - Adjourning (team disbands or new people are added and goes back to the forming stage)

- Team development is not necessarily a linear process, there may be some backward steps before achieving a high performing level.
- Tuckman identified a method for creating a great team out of a group of individuals.
  - Get them together
  - Get them talking
  - Get them to think along the same lines
  - Get them to resolve their conflicts
  - Get them to take responsibility for their own performance
- Team building activities
  - The inter-patrol activities in a troop meeting and monthly outings are meant to foster team building in a patrol.

  [*Ask participants to share specific examples of activities they have done to build the teams within their troop. Give examples from your own Scouting experiences.*]