CREATING TEAM SYNERGY WITH THE PRESIDENT AND CABINET

Rev. Kirk Sabine
VP for Campus Life Kingswood University
Sussex, NB Canada
RELATING WITH MY COLLEAGUES IN THE WORK CULTURE

• “My boss doesn’t understand. He or she has an unrealistic view.”
• “Way too much is expected of me. And I’m not really appreciated.”
• “That other dept. has it easy compared to what we handle.”
• “That’s not my job. You should talk to another dept.”
• “I have too much to do to participate in whatever good idea you have.”
TEAM SYNERGY - when working together there is a multiplier effect.

"We are not a team because we work together. We are a team because we RESPECT, TRUST and CARE for each other."

Cultivating Team Synergy Starts with Me

“WE STARTS WITH ME”
THREE ESSENTIALS FOR TEAM SYNERGY

1) EXPAND TRUST
   “Because you understand me, I can trust you.”

Trust Builders
- Time spent together.
- Project work - Solve problems together.
- Vulnerability - I need some help.
- Thankfulness - I appreciate you!

Be a Trust Builder among your teams. Expand the circle of people you build trust with.
THREE ESSENTIALS FOR TEAM SYNERGY

1) EXPAND TRUST

2) PRACTICE EMPATHY
THREE ESSENTIALS FOR TEAM SYNERGY

1) EXPAND TRUST

2) PRACTICE EMPATHY

• Listen to her problem!

• Understand her pain.

• Understand her perspective.

Empathy addresses the fact that
Humans are not rational. We are emotional.
Path of Empathy

“I feel my opinion counts. They took time to listen. I am taken seriously.”

“I feel understood.” (You don’t have to agree to understand)

“Because you understand me. I think I can trust you.”

“Now that I trust you, I can listen to your perspective.”

We all want to be understood. “You get me.”
How do we employ empathy in our teams?

A) BE CURIOUS
   • This is the foundational condition to employ empathy.

B) CLARIFY AND SEEK TO UNDERSTAND.
   • “Let me repeat back what I think you are saying.”
   • Listen for “That’s right”
   • “Now that you understand, I can consider other perspectives.”

C) KNOW YOUR PLACE
   • We all have distinct roles.
   • Caregiver, Entrepreneur, Accountant, Comic Relief
How do you interact with your teams?

• Respect the job others have to do.

• Assume it’s more challenging than it seems.

• Assume there are factors you do not understand.

• Seek to understand.

• Do not expect other team members to be good at what you do, or know what you know.

• Listen to other perspectives.

• You don’t have to “win” the debate.
THREE ESSENTIALS FOR TEAM SYNERGY

1) EXPAND TRUST
2) PRACTICE EMPATHY
3) CLEAR AND FREQUENT COMMUNICATION
CLEAR AND FREQUENT COMMUNICATION

- Establish a rhythm of communication.
- Speak when spoken to.
- Be There. Be on Time.
- Come prepared.
- Listen first.
- Control your non-verbal communication.
- **Verbalize the unspoken.**
- Say thank you- often.
- **Address the non-verbal cues.** Eg. “You seem uncomfortable.”
- Ask clarifying questions.
- Repeat it back.
- Take Action- Minutes, notes, timely follow-up on action items
- Have fun. What’s my “vibe?”
- Celebrate Accomplishments. Share the credit.
Trust, Empathy, and Communication

Tools used by law enforcement with *Highly agitated, resistant, criminals!*

Requires practice and consistent efforts to get better and build skill.
SYNERGY KILLERS

Business First
Criticism
Negativity
Self Protection. Not our dept.
You voiced it. You fix it.
Consider my hardships
Talk about
Too quick to speak
Defending my point of view
Be like me. Think like me.
Look out for me.
The Either Or Proposition
Retaliation

SYNERGY FEEDERS

People First- practice caring
Encouragement
Positivity
Servant Spirit (Yes...)
Team problem solving
Consider it done
Talk with
Listen... Ask...Listen...
Understanding your point of view
I affirm you. I learn from you.
Look out for you.
Delay decision and consider
Grace. You don’t have to win!
THINK ABOUT YOUR PLACE OF INFLUENCE

Building Team Synergy around you means YOU are at the CENTER of it

ABOVE- be the best you can be for your supervisor

BELOW- be the best you can be for those you lead

BESIDE- be the best you can be for your co-workers

WHAT THEY LIKE, THEY WILL IMITATE AND SOON IT IS REFLECTED BACK (ALL AROUND YOU) TEAM SYNERGY!
DOING WHAT IS HARD
Building Team Synergy

• Pay attention to your words. Say what is helpful.

• Change your attitude to positive perseverance.

• Rely on others for help.

• Persevere through the discomfort.

• Adjust to the challenge—Leader or Learner.
YOU BE THE PERSON PEOPLE WANT TO HIKE THE MOUNTAIN WITH

THE SECRET SYNERGY IS YOU!
The WE starts with ME!

• EXPAND TRUST
• PRACTICE EMPATHY
• CLEAR AND FREQUENT COMMUNICATION

CONSISTENTLY PRACTICE THESE AND BUILD GREAT TEAM SYNERGY!