

# **CREATING TEAM SYNERGY WITH THE PRESIDENT AND CABINET**

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## 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.”

# STUDENT DEVELOPMENT LEADERS CONFERENCE

**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.

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- 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.

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## 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.

# STUDENT DEVELOPMENT LEADERS CONFERENCE

## 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.

# STUDENT DEVELOPMENT LEADERS CONFERENCE

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!