



Building a Better Team: Energizing the Dynamics

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A team is more than a
collection of people. It is a
process of give and take.

– Barbara Glace

What to expect...

Understanding What Impacts a Team Dynamic

Identifying Strengths

Fostering Relationships

Facilitating Meaningful Dialogue

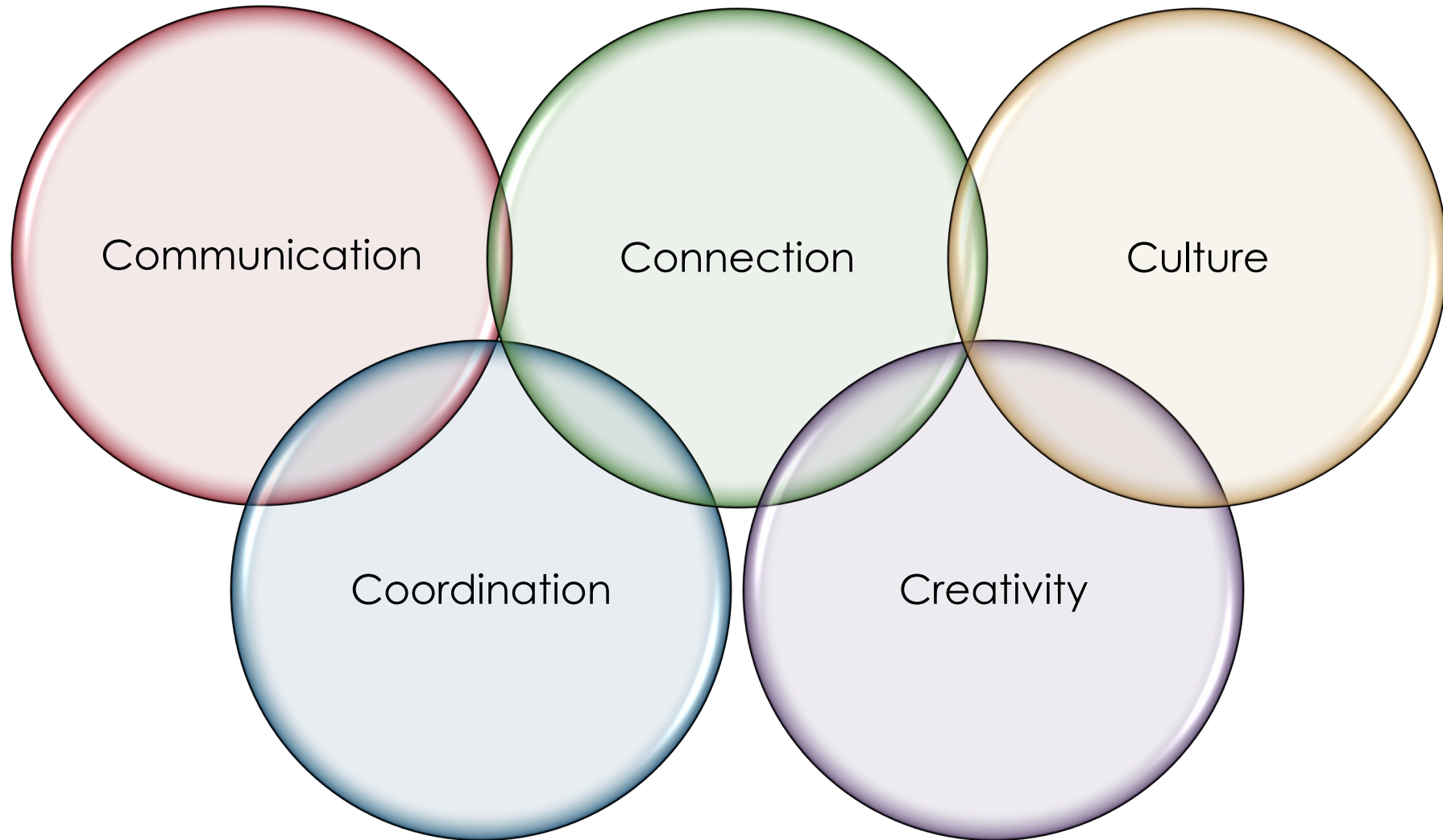
Strategies for Team Development

A smiling man with a beard and short dark hair, wearing a blue patterned shirt, is in the foreground, looking towards the camera. He is holding a smartphone. In the background, a diverse group of people are sitting around a long table in a bright, modern office or meeting room. Some are looking at laptops, others are talking. The room has large windows and bookshelves filled with books.

What is Team Dynamics

- Communication
- Roles and Responsibilities
- Conflict Resolution
- Trust
- Structure
- Interpersonal Relationships

5 Influences on Team Dynamic





Identifying Strengths

What can you do as a leader to identify the strengths of your team?



Key Strategies.

- Performance Reviews
- Observe Daily Work Habits
- Strength Assessments
- Peer Feedback
- One-on-One Conversations
- Self-Reflection
- Ask targeted questions
- Identify “spark” moments

Important Aspects of Identifying Strengths

- Open Communication:

Create a culture where employees feel comfortable discussing their strengths and areas for improvement with their manager.

- Positive Focus:

Emphasize the positive aspects of an employee's performance and how their strengths can contribute to the team.

- Actionable Insights:

Once strengths are identified, develop strategies to leverage them in roles and projects, maximizing employee potential.

Three Rules of Work:
Out of clutter, find simplicity.
From discord, find harmony.
In the middle of difficulty lies
opportunity.

Albert Einstein

Fostering Relationships

Build Trust

Encourage Collaboration

Create an Inclusive Environment

Build Trust



Trust in Leadership

- Lead with Integrity
- Encourage Vulnerability
- Share Information Widely
- Empower People
- Build Relationships
- Recognize Good Work
- Engage in Conflict Fairly



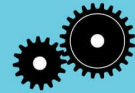
High TRUST Translates Into...



74% Less Stress



106% More Energy
at Work



50% Higher
Productivity



13% Fewer Sick Days



76% More
Engagement



29% More
Satisfaction With
Life



40% Less Burnout

Statistics from
Trust Factor by Paul J. Zak

A close-up photograph of several hands stacked together in a circle, symbolizing teamwork and collaboration. The hands are of different skin tones and are wearing various colored sleeves (white, yellow, grey, red). One hand in the center is wearing multiple colorful bracelets. The background is a soft, out-of-focus grey.

Encourage
Collaboration

Great things in business are never done by one person. They're done by a team of people.

– Steve Jobs



Create an Inclusive Work Environment

Facilitating Meaningful Dialogue

- Practice Self Awareness
- Use Structured Dialogue
- Nurture Inclusion With Curiosity
- Prioritize Dignity



Strategies for Team Development

A group of people are gathered around a wooden table, engaged in a collaborative work session. A silver laptop is open on the right side of the table. The table is covered with various items: several yellow and pink sticky notes, some with handwritten text like 'BRAND', a lightbulb icon, and 'one BRAND'; a color calibration chart; a pen holder filled with various colored pens and pencils; and a few markers. One person's hand is visible, pointing at a sticky note. Another person's hand is near the laptop. The background is slightly blurred, showing more people and a green mug. The overall atmosphere is one of focused teamwork and creative problem-solving.



Questions.

Thank you for your time.