

➤ TAT Academy:
Effective
Leadership Series
Part 2:

Building *Bonds*

Fostering a Culture of Collaboration &
Relationship Building



Terrence “TAT” Taylor
Speaker



1:00 PM | 01/17/2024



Visual and textual information available
for persons with hearing disabilities.

About the *Speaker*

As a team/relationship-building expert passionate about fostering unity within organizations, TAT has helped numerous teams enhance their communication, trust, and cohesion through engaging workshops and interactive sessions.

Overview

What you'll learn in this workshop:

- 1 Speaker Introduction
- 2 Part 1 Recap
- 3 Creating a sense of belonging
- 4 What Collaboration Entails
- 5 Importance of Inter-Team Collaboration
- 6 Final Tips



TAT GLOBAL ENTERPRISES, INC.

SCALING THE LEADERSHIP MOUNTAIN

SELF-DISCOVERY AND PERSONAL GROWTH

Embark on a journey of self-discovery to understand your strengths, values, and aspirations. Reflect on your past experiences.

BUILDING RELATIONSHIPS

Cultivate strong interpersonal skills, active listening, and empathy. Build authentic and trust-based relationships with your team members, colleagues, and stakeholders.

VISION, STRATEGY, AND EXECUTION

Great leaders possess a clear vision for the future and the ability to create a compelling strategy to achieve it. Define your vision and set challenging yet attainable goals.

THE RESULTS PYRAMID®



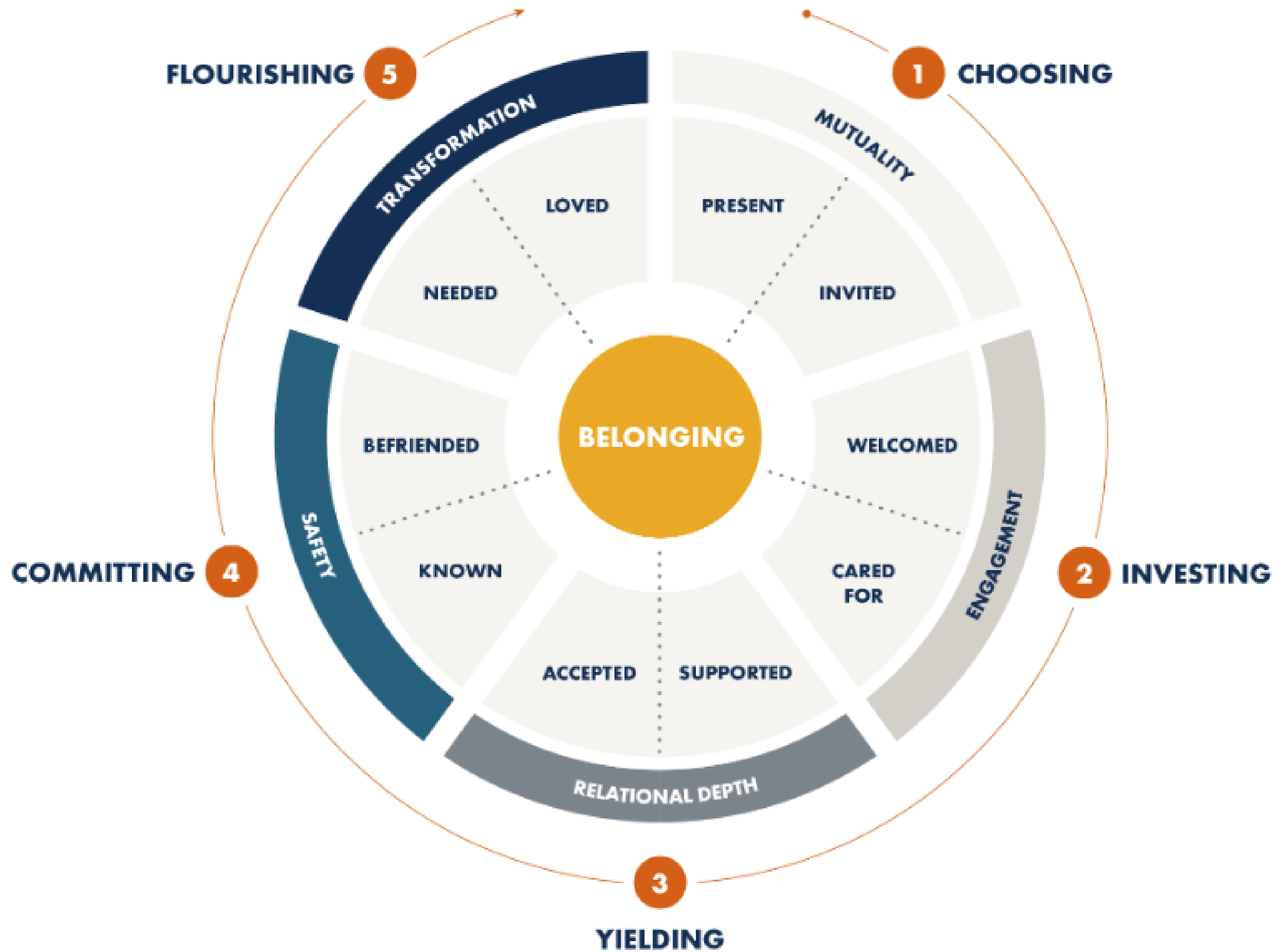
CONNECTION CORRECTION DIRECTION



Connection before correction before direction is a positive discipline technique that focuses on building relationships.







Questions to ask



Opening spaces for
connection through
conversations.

- How can I support you?
- How did _ make you feel?
- What do you think about _?
- Are you feeling heard and seen?
- What do you currently need from me?
- How are you feeling about _?
- Is there something new you would like to explore?
- What is currently occupying most of your headspace?
- What are your goals and needs, and how can I support you with them?
- What is currently going well, and what is not?
- How are you really doing?...and then really listen and ask more specific questions
- Are there specific moments or activities that brought you joy and that we can do more often?

Chat with *TAT*

Please share an experience where you felt a strong sense of belonging. How did this experience make you feel? Additionally, what actions did those around you take to create this sense of belonging? Or alternatively, have you ever done something to help someone else feel like they belong?

What is *Collaboration?*

Collaboration in an organization occurs when different teams nurture a shared goal to achieve collective success. "Slay in your lane."



What does collaboration entail?

01

Effective Communication

Is a way for people to connect, exchange information, and collaborate.

02

Conflict Resolution

Is a process that allows two or more parties to find a peaceful solution to a disagreement.

03

Comprehensive Understanding

A phrase used to express a broad or thorough knowledge of a subject.



Conflict Resolution

For conflict to be resolved, it must first be addressed.

Positive conflict is constructive in nature. It produces new ideas, solves continuous problems, allows people and teams to expand their skills, and fosters creativity.



De-escalation is key

Be mindful of the tone of
your voice

Forget about winning or
being right

Accountability is the
foundation

Meet face to face

Keep your conversation
goal-oriented

Legitimize and echo their
feelings back to them

Be open-minded & non-
judgemental

Why is Collaboration/ Relationship Building is *important?*

It enables teams to tackle complex challenges to drive organizational success.



Enhanced Problem-Solving

This means identifying and defining the problem, implementing measures, and ensuring results.



Improved Innovation

Both involve coming up with new ideas.



Seamless Communication

It is the process of exchanging information so that the message is received as intended by the sender.



Increased Resource Optimization

It is the process of using available resources to achieve an organization's goals.

Productivity sees steady growth in 2023

Employees' productivity rate steadily improved in 2023 after companies focused more on meeting the needs of their team, which included flexibility and a healthy work-life balance.



Final Tips to Boost Your Relationship Building Skills

Tip # 1

Trust is a foundational building block of relationships.

Tip # 2

Communication is the basis of relationship-building.

Tip # 3

Empathy is an important skill for relationship building.

Tip # 4

Active listening helps build relationships.

Tip # 5

Boundaries create trust and build healthy relationships.

Final Tips to Boost Your Inter-Team Collaboration

Tip # 1

Create a supportive environment within your team.

Tip # 2

Establish clear and actionable goals.

Tip # 3

Facilitate opportunities for employees to collaborate across different departments.

Tip # 4

Utilize the tools and technology available.

Tip # 5

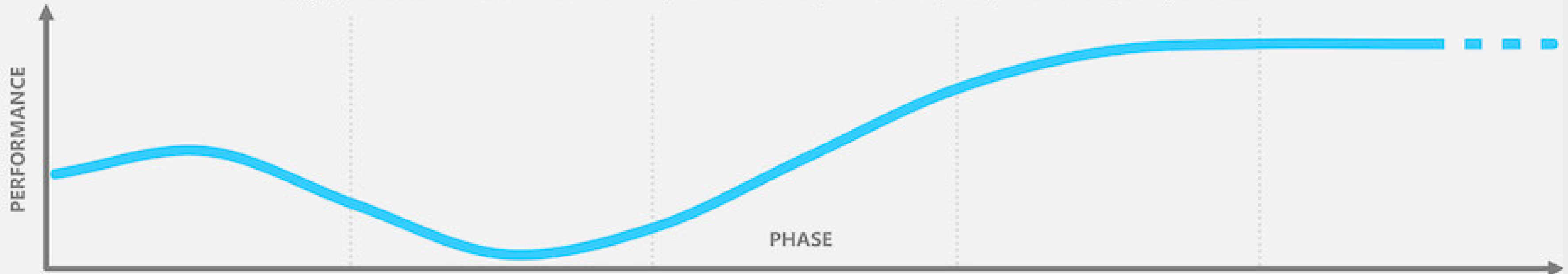
Promote regular communication and provide feedback.

Phases of Team Development

Forming, Storming, Norming, Performing, and Adjourning — based on group development model by Bruce Tuckman

All phases are necessary and inevitable for a team to grow, tackle problems, find solutions, plan work, and deliver results.

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	FORMING	STORMING	NORMING	PERFORMING	ADJOURNING
CHARACTERISTICS	<ul style="list-style-type: none">• Displaying eagerness• Socializing• Generally polite tone• Sticking to safe topics• Unclear about how one fits in• Some anxiety & questioning	<ul style="list-style-type: none">• Some resistance• Lack of participation• Conflict based on differences of feelings & opinions• Competition• High emotions• Starting to move towards group norms	<ul style="list-style-type: none">• Purpose & goals are well-understood• More confident• Improved commitment• Members are engaged and supportive• Relief, lowered anxiety• Developing cohesion	<ul style="list-style-type: none">• High motivation, trust & empathy• Individuals defer to team needs• Effectively producing deliverables• Consistent performance• Demonstrations of interdependence & self-management	<ul style="list-style-type: none">• (Also referred to as the Transitioning or Mourning phase)• Shift to process orientation• Sadness• Recognition of team & individual efforts• Disbanding
STRATEGIES	<ul style="list-style-type: none">• Taking the 'lead'• Being highly visible• Facilitating introductions• Providing the 'big picture'• Establishing clear expectations• Communicating success criteria• Ensuring response times are quick	<ul style="list-style-type: none">• Requesting & encouraging feedback• Identifying issues & facilitating their resolution• Normalizing matters• Building trust by honoring commitments	<ul style="list-style-type: none">• Recognizing individual & team efforts• Providing learning opportunities & feedback• Monitoring the 'energy' of the team	<ul style="list-style-type: none">• 'Guiding from the side' (minimal intervention)• Celebrating successes• Encouraging collective decision-making & problem-solving	<ul style="list-style-type: none">• Recognizing change• Providing an opportunity for summative team evaluations ('lessons learned')• Providing an opportunity for individual acknowledgments• Celebrating the team's accomplishments (an 'after-party')

Together,
we can
achieve more.

Let's embrace the power of belonging,
relationship building, and collaboration
for our shared success.



Chat with *TAT*



Do you have any comments,
questions, thoughts, opinions, or
concerns?

Questions or concerns? Reach out!



Email
tatglobalent@gmail.com



Social Media
Facebook:
[@officialtat](#) & [@tatglobalent](#)



Call
217-412-5375



Resource Page

Here is a curated collection of resources, including articles, guides, videos, podcasts, and more, that focus on fostering relationships and building a sense of community.

Just belonging: finding the courage to interrupt bias
<https://youtu.be/DIf43L6hNkM?si=sqRTWWqtEhOcpO9n>

Code Switch: NPR
<https://www.npr.org/podcasts/510312/codeswitch>

"The Power of Healthy Relationships at Work"
<https://hbr.org/2022/06/the-power-of-healthy-relationships-at-work>

"The Importance of Empathy-Driven Diversity, Equity, and Inclusion (DEI) Training"
<https://www.linkedin.com/pulse/importance-empathy-driven-diversity-equity-inclusion-dei-training-saysc/>

"Relationship Building: How to Build Good Relationships at Work"
<https://www.masterclass.com/articles/relationship-building>

Ask Better Questions to Build Better Connections
https://youtu.be/_gzflf1w7A8?si=QqAZ-NTIBBt_a569