

TEAM BUILDING BEST PRACTICES

mollygrisham.com

MOLLY GRISHAM: MA, & GRADCERT

MOLLY GRISHAM



Education:

- **Communication:** BA Belmont University
- **Communication:** MA University of Illinois
- **Conflict Resolution:** GCERT, Missouri State
- **Trauma & Resiliency:** GCERT Southeast Missouri State (current)



MOLLY GRISHAM

A few of my clients:



TEAMBUILDING:

"Teams don't grow apart, they die apart."

Molly Grisham



OUR AGENDA:

- Not my agenda.
- Understand Team Bonding, Team Building, & Team Development.
- Leave with some best practices.
- Permission to try and fail and try again.
- Ask questions at any time!



QUESTION:

What's the biggest challenge you face in team building?



“CAN YOU DO THIS WORK?”

- You are built for this work!
- Resist the urge to micromanage and force an outcome.
- Difficult if the team even **perceives** you to be a part of the problem.



“IS THIS TEAM BUILDING?”

Team **Bonding** vs. Team **Building** vs.
Team **Development**



TEAM BONDING:

- Doesn't require an outside facilitator
- Low risk: Low reward
- Benefits are short-lived.
- A moment, not a movement.
- Rooted in the idea that if we have a shared experience, we will be less likely to intentionally cause each other harm.



TEAM BUILDING:

- May need an outside facilitator
- Medium risk; Medium reward
- Process is intentional
- Rooted in rediscovering our strengths and restoring our relationships.



TEAM DEVELOPMENT:

- Requires an outside facilitator
- High risk: High reward
- Get to the root of issues.
- Long-term commitment to the process
- Allows us to also look at how leadership development, personal growth, team culture, and conflict resolution skills impact the team.



TEAM DEVELOPMENT:

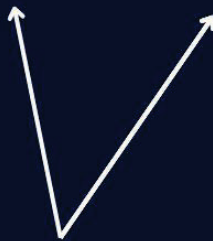
How does the leader impact the group?



How does the team work together?



How does conflict between individuals impact the team?



How do individuals impact the team?



CHECK-INS:

- Temperature in the room
- Individuals connect with each other
- A way to talk
- Tie backs are crucial



CHECK-IN TERMS:

Sociometrics: The study of human connection.

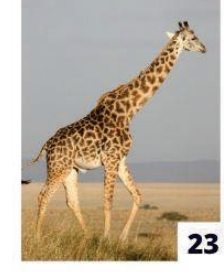
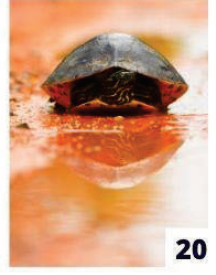
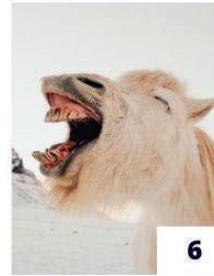
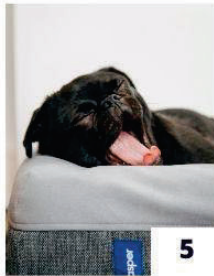
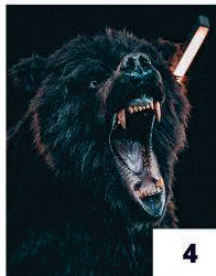


CHECK-IN TERMS:

Print or Screen Exercises



ANIMAL CHECK-IN:



USE WITH PERMISSION ONLY

MOLLY GRISHAM | MOLLYGRISHAM.COM

EMOJIS CHECK-IN:



MAP CHECK-IN



(C) 2020 Molly Grisham

USE WITH PERMISSION ONLY

MOLLY GRISHAM | MOLLYGRISHAM.COM

DEBRIEF OPTIONS:

- Large Circle
- In Small Groups & and report back
- Start - Stop- Keep - Ah-ha
- Body Parts



BODY PART DEBRIEF



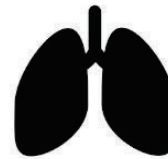
Heart: Feel



Ear: Listen



Eye: See



Lungs: Take a breath



Skin: Have thicker



Ribs: Protection



Head: Think



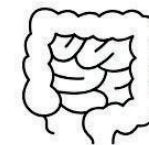
Hand: Connect



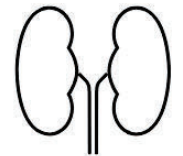
Bones: Be strong



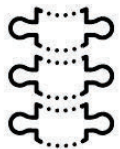
Ankle: Pivot



Gut: Trust intuition



Kidneys: Process



Spine: Support



Knee: Take a step



Mouth: Speak up



Elbow: Be flexible



Foot: Put down



Neck: Look back

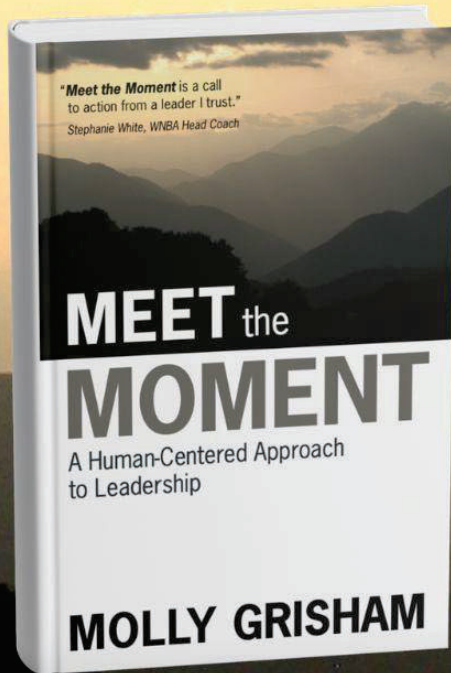


TEAMBUILDING:

"Teams don't grow apart, they die apart."

Molly Grisham





[molly.grisham](https://www.instagram.com/molly.grisham)

[mollygrisham.com](https://www.mollygrisham.com)

TEAM BUILDING BEST PRACTICES

(C) MOLLY GRISHAM | [MOLLYGRISHAM.COM](https://www.mollygrisham.com)

