Building Strong Teams Through Trust & Alignment
Introductions

As you enter the room introduce yourself to at least 3 new people and tell them what you like most about the conference so far.

Form table groups of at least 5 people
Learning Objectives

At the end of this session, you will be able to:

• **Identify** three techniques for **building team trust**

• **List** three or more common **team dysfunctions**

• **Feel** comfortable **facilitating** a team trust & alignment exercise
Agenda

• Opening
• What are **common team dysfunctions**?
• **Team alignment** around goals & values
• How to **build trust** within teams
• Create an **action plan**
When the music starts,
• Clean up your center,
• Move to the next center, and
• Read new instructions & begin
Trust is the Foundation

- Focus on delivering measurable **Results**
  - collective and individual accountability
  - feedback

- To take **Accountability** requires prior **Commitment**
  - 100% buy-in

- **Commitment** follows healthy **Conflict**
  - Hear all → Disagree → Decision → Buy-in → One voice

- Healthy **Conflict** implies **Candid Debate**
  - Trust to speak opinion without fear of retribution

- Building **Trust** requires **Vulnerability**
  - Courage to risk

- Absence of **TRUST**
- Fear of **CONFLICT**
- Lack of **COMMITMENT**
- Avoidance of **ACCOUNTABILITY**
- Inattention to **RESULTS**
How have you built and developed trust with your team's in the past?
HOW CAN YOU IMPROVE TRUST WITHIN YOUR TEAM?
How Can You Improve Trust Within Your Team?

Share Personal Experiences
How Can You Improve Trust Within Your Team?

Encourage and Demonstrate **Open Communication**
How Can You Improve Trust Within Your Team?

“Clarity of values and direction makes a significant difference in behavior at work and is a force behind motivation, commitment, and productivity.”

Kouzes and Posner, “Leadership Challenge”

Establish Team Values
TEAM ALIGNMENT
EXERCISES (GAMES)
Journeyline
Constellation

Facilitator

"I think agile is going to work for us"

Center of Constellation

"Statement Rings True"

"Statement Somewhat Rings True"

"I disagree with statement"
Core & Wish Values

Define You

Core Values

Aspire To

Wish Values

Natural

Complement Core Values
Pick one exercise and discuss at your table how it would help your team build trust?
MOVING MOTIVATORS
EXERCISE
The Moving Motivators exercise is based on the 10 intrinsic desires which I derived from the works of Daniel Pink, Steven Reiss, and Deci/Ryan.
Moving Motivators

unimportant

important

- Status
- Acceptance
- Order
- Freedom
- Relatedness
- Honor
- Mastery
- Power
- Goal
- Curiosity
Moving Motivators

positive change

negative change

ACCEPTANCE  
ORDER  
FREEDOM  
RELATIONEDNESS  
HONOR

POWER

CURiosity

STATUS

GOAL
Action Plan

• How do you think you can leverage what you learned to help your team?
• What will you do to build trust on your team?