

MODULE 3 – BUILDING AND SUPPORTING TEAMS

This outline lays out the contents of Module 3 in a suggested sequence. Estimated time frames for each component are based on completing one module in a half-day format. If you have more time, and/or if you are using fewer components, you may wish to add more time for discussion, particularly if the group is large.

Module 3 Learning Objectives

- Participants will appreciate the different functional (as opposed to professional) roles teams members play.
- Participants will draw from their and their colleagues' experiences to identify effective and ineffective team dynamics.
- Participants will understand the role of leadership in fostering an organizational climate that empowers and inspires people.

Module Components (in recommended sequence)

You may choose to change the order of these components. For example, the Case Study exercise could be used after the self assessment, or after both the self assessment and the individual leadership development plan segments.

20 Minutes	Introduction/Overview and Introductions of Participants
20 Minutes	Mini-Lecture #3 Video: Building and Supporting Teams
10 Minutes	General Discussion Session Describe your worst team experience(s).
10 Minutes	“What makes a bad team?” (2.5 minute video clip) What might be done to turn a bad team into a good team, even if you can't change external forces or directions “from above”?
15 Minutes	Exercise: Design Two Organizations
10 Minutes	Interviews with MCH Leaders (choose from among the Module 3 video clips according to time and interest)
10 Minutes	General Discussion of Interview Segments
60 Minutes	Tackling Childhood Obesity: A Case Study in Maternal and Child Health Leadership Refer to Module 3 exercises on page 7 of the case study.
20 Minutes	Self-Assessment Complete the Sharing Power and Influence assessment and discuss as a group.
10 Minutes	Individual Leadership Development Plan Use the ILDP as a tool to reflect on your leadership development goals and opportunities to apply the concepts and skills addressed in this module.
10 Minutes	Group Discussion of Individual Leadership Development Plans Everyone receives feedback.
10 Minutes	Wrap Up

Quotable Quotes

“Power shared is power multiplied, not power diminished.”
(Ben Lozare)

“Not trying is the only failure.”
(Wanda Jones)

“My biggest job as a leader is to remove barriers.”
(Wanda Jones)