ALIA Schools Webinar

Building Teams
Tania Barry
10:30am -11:30am
Communication

TWITTER
@ALIASCHOOLS
#aliaschools
Building teams...

...in the new normal

Tania Barry
Working in a team or teamwork?

• Working in a team
  – Self directed work teams
  – Belong to one team
  – Report to a particular person
  – Work on achieving objectives as part of day to day role

• Teamwork
  – Working together
  – Combining individual strengths
  – Enhancing team performance
AHA Moment #1

You can be part of a team but not work as a team
Team Development

• **Forming** – The team meets and learns, they start working together well
  - **Storming** – Team members start to form individual opinions and people start to clash
  - **Norming** – The team starts to co-operate and move beyond disagreements
  - **Performing** – The team is now motivated and goals are being achieved.
AHA Moment #2

Join committees
Committees

- National Library Technicians Committee – Employment Coordinator
- Victorian Library Technicians Committee – Member
- Vic Specials Committee – Member
- ALIA Vic – Member
- VALA – Executive
- VALA – Programme Committee
- National Policy and Advisory Group – Chair
- National Library Technicians Conference – Marketing Coordinator
- New Librarians Symposium - Convenor

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Committees

• ALIA Social Media Group – Chair
• ALIA Careers Advisory Group - Chair
• Schools Without Books – Project Coordinator
• Smart City Portfolio - Member
AHA Moment #3

Rapid change is now the norm
Stages

• Setting up the team
• Staff development
• Moving forward
• Keeping the momentum happening
• Celebrating success
AHA Moment #4

Don’t tell people “how”
AHA Moment #5

Always explain
AHA Moment #6

Encourage disagreement
AHA Moment #7

It’s not always a democracy
AHA Moment #8

The behaviour you accept is the behaviour you condone
AHA Moment #9

Acknowledge and celebrate success
Selfishness has a high impact
The new normal

• Team reset meeting
  – Create sense of community
  – Explore individual challenges
  – Clarify and share expectations
  – Create team norms

• Morning checkin

• Keep touching base
  – Virtual coffee meetings
  – Walking meetings

• Open up the lines of communication

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AHA Moment #11

Find a mentor
Questions?

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@shewgirl

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Plenary

- Thanks to Tania Barry
- Feedback survey
- Certificates - emailed by 5 June
- Next webinar
  - Saturday 20 June 2020 at 10.30am AEST
  - *Get ‘The Knack’ on Reading*
  - Adele Walsh
Thank you
Activity: Options for Committees

- School social club
- Domain/Learning area
- SLAV Council
- AISNW
- ALIA Schools
- ALA
- OH&S
- Policy team at school
- Curriculum
- Students Need School Libraries
- WATL (Western Association of Tls)
- Local TL Network
- WHS
- Parents and Friends
- NSW Teacher Fed. Special interest group for TLs
- Organising committee for a conference
- Learning Environment and Change Team
- Census team leader
- Literacy committee
- Schools without Books
- IT
Activity: Brainstorm (issues to be aware of)

- Need to be adaptive and resourceful
- Technology rich space
- Need to communicate and advocate better
- Cater for learning and collaboration, not just research
- Budget issues – digital access can be expensive
- Need to bring others on our journey
- More digital and media literacy focus
- Be proactive, don’t ‘wait’
- Bring others on the journey
Activity: Brainstorm (working with others)

- Not sharing knowledge/information
- Job sharing – not handing over information
- Not meeting deadlines
- Unequal contributions
- Not asking for support when they need it
- Questioning everything
- Lateness, unpreparedness
- Working on individual goals rather than team goals
- Refusing to share information that would benefit everyone
- Assuming you ‘know’ and being abrupt when you ask
- Not following through
- Not listening to all voices on the team
- Not acknowledging efforts of others
- Always being “too busy”
- Not sharing information that leads to the whole picture
- Unwillingness to adapt/change
- Emotional manipulation
- Being unwilling to try new things
- Not taking into account the workload of others
- Wanting everything their way (breaks, shifts, etc)
- New leadership not taking the time to understand how things work
Additional notes

• Morning check-in meeting
• Team reset meeting when returning after time working from home/extended breaks
• Try face-to-face communication – share where you are up to with the aim that they will reciprocate
• Find a mentor!
• Bruce Tuckman [https://www.mindtools.com/pages/article/newLDR_86.htm](https://www.mindtools.com/pages/article/newLDR_86.htm)
• Remember, an unwillingness to share may be due to a lack of confidence in an idea
• Lifting the team and individuals so that negative mindsets can’t form and fester!