



BOY SCOUTS OF AMERICA®
ORDER OF THE ARROW

LA400 – Team Building

On-line Training

Overview

- Team Building
 - Improve Relationships
 - Define Roles
 - Encourage Friendship and Trust
 - Different from Team Training



SCOUTING'S NATIONAL HONOR SOCIETY

Purpose

- Understand Team Building Process
- Provide Team Building Exercises



SCOUTING'S NATIONAL HONOR SOCIETY

Outline

- Team Building
 - Guiding Principles
 - Signals for Team Building Need
 - Steps To Build Effective Team
 - Example Exercises



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Guiding Principles

- Good Communications
- Increased interest
- Motivation
- Cooperation
- Commitment
- Trust
- Collaboration
- Clear Objectives
- More Effective LEC



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Symptoms for Need

- Conflicts
- Confusion
- Misunderstanding
- Apathy
- Lack of interest
- Ineffective LEC
- No Support for Leadership Team



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Team Building Steps

- All Ideas Valuable
- Awareness of Feelings
- Harmonize
- Clear Communication
- Encourage Trust
- Encourage Sharing



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Team Building Steps (con't)

- Delegate Problem-solving to Team
- Facilitate Communications
- Establish Values/Goals
- Need Clear Idea of Accomplishments
- Use Consensus
- Encourage Listening/Brainstorming



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Focus on Root Causes

- Are there conflicts?
- Is there a need to get to know each other better?
- Individual or Team success?
- Communication Issues?
- Working as Individual or Team?
- Change Resistance?
- Morale Issues?



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Team Building Exercises

- Probably done before
- Examples:
 - The Tarp Raft
 - Roaming Gnomes
 - The Great Egg Drop
 - Mine Field
- Reflect and Build Trust



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