ALIA Schools Webinar

Building Teams

Tania Barry

10:30am -11:30am

Communication

TWITTER

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#aliaschools
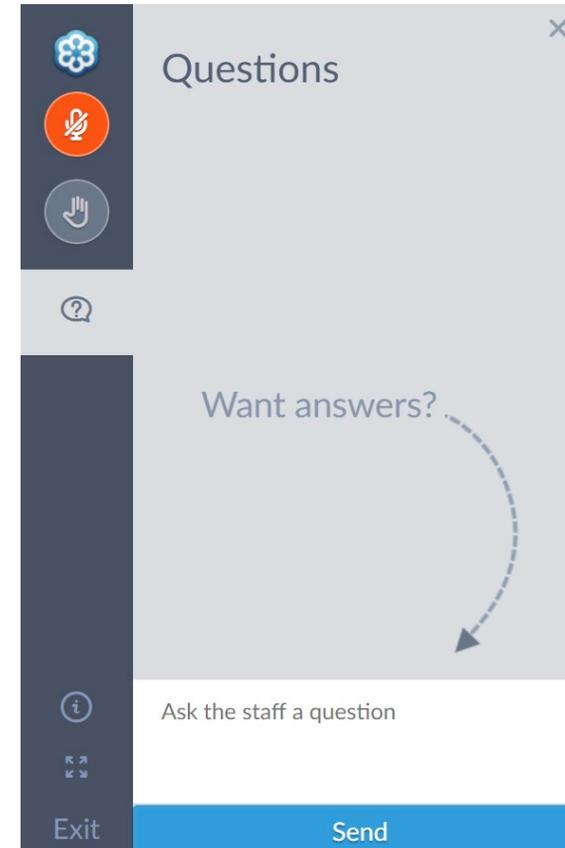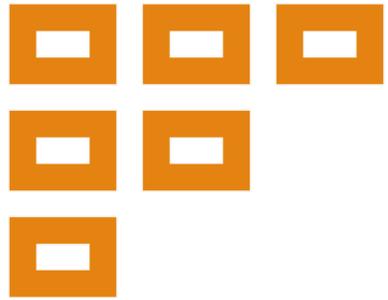
Building teams...

...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.

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AHA Moment #2

Join committees

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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

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

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AHA Moment #7

It's not always a democracy

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AHA Moment #8

The behaviour you accept is the behaviour you condone

AHA Moment #9

Acknowledge and celebrate success

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AHA Moment #10

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**

AHA Moment #11

Find a mentor

@shewgirl

Questions?

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@shewgirl

https://www.linkedin.com/in/taniabarry/

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

FACEBOOK

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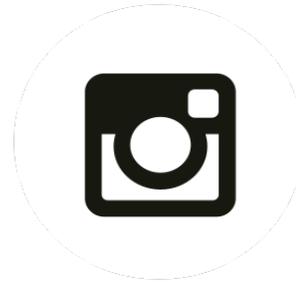
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Australian **Library** and **Information** Association

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
- 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!