

# case

## teamwork 1



# Team wants to be more team and wants to benefit from each others experiences

## The Situation

A team of nine persons.

They work in the mental health care in projects with independent living clients.

During a meeting for collegial intervision, the team members noticed that they work too much on themselves and they regretted that.

Each of the team members has to deal with complicated matters in their daily work and each has the impression that it should be possible to get more support from the other team members.

At the same time there are different expectations concerning working in a team. That is why sometimes irritations arise. In the formal meetings it's not going bad, but they think working together will improve when everyone feels more at ease and when there is more mutual trust. An important factor is that the team has extended in the past two years from three to nine persons.

In this situation the desire arose to organize a day with the whole team. For this day they were looking for a way of working which would stimulate working as a team and which would invite and stimulate the team members to exchange expectations concerning working in a team.

During the preparatory meeting the following aims were chosen for an afternoon with a workshop and a follow-up meeting:

- more insight in expectations of each team member concerning working in a team.
- exchange of ideas and desires concerning support and steering of the team.
- more 'chemistry' in the team
- plans and appointments in order to develop the insights achieved during the workshop.

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## Work in progress: Part I The afternoon with workshop

### 1 Inspiring imagination

An exercise with imagination in which the team is presented as a musical ensemble. With playful forms as a mean the team members shared there images around questions like: When you look at your team as musical ensemble, how does it sound? And what kind of sound would you like to hear from your team? What kind of experiences would you like to offer your public?

Simple questions, but the answers present a lot of unconcious motifs and opinions in the team. The answers were connected to the practice of daily work of each team member. This way of working contributed to an atmosphere of trust. An atmosphere in which differences in opinions and desires could become discussed.

### 2 Teamwork with percussion

During a workshop with percussion-instruments the team worked at a musical composition. The process of preparation and composing together delivered a lot of starting-points for talking about each individual character and attitude in the team. Some mechanisms in leading and managing became more clear too and were discussed.

This was also very instructive for the manager of the team concerning her own vision, attitude and working method in the team. The workshop contributed to a more open exchange between manager and team members. The workshop illustrated how pleasant it can be to co-operate and to achieve a common goal.



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#### Work in progress: Part 2 the harvest

A couple of weeks after the workshop, a meeting with all the team-members took place. The aim was to gain output as much as possible from the workshop and to harvest from the experiences from that afternoon.

Another aim was to make concrete appointments in order to improve the teamwork.

This meeting appeared to be very useful. The participants expressed that the combination of the (musical) workshop with the follow-up was very successful. The workshop created an atmosphere of trust and pleasure in co-operation, the follow-up delivered an adequate connection with the daily work.

Different expectations and sticking points were expressed and compared with mechanisms which occurred during the percussion-workshop.

Concrete appointments were made and the slight defensive attitude was transformed into an open and optimistic attitude. A pleasant and constructive atmosphere was arisen.



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## More information?

The trainings will be designed in close connection with your needs and expectations.

Depending on the actuality in your company or organisation I can bring up adequate themes in the training with fitting metaphors.

Depending on the desires and the budget you can extend means and equipment.

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