



Horizons

Commissioner Conference 2023
Girlguiding London & South East England



Girlguiding
London and
South East England

Happy Teams

Expanding Horizons Together: Building a happy and cohesive team

Pippa Lewty & Marion Chase



Whilst waiting for the workshop to start...

Think about... 'What makes a successful team?'

- Write your answers on the post-it notes on the table.
- Stick your post-it on the flip-chart sheet on the stand.



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Aim and Outcome of Happy Teams Workshop

Aim

To identify what makes a happy team and to develop strategies for creating a happy team.

Outcome

At the end of the workshop Commissioners will be able to use knowledge gained to identify team strengths and develop strategies for creating a happy team.

Objectives of Happy Teams Workshop

By the end of the workshop , commissioners will have had the opportunity to:

1. Explore a range of personality types and how they can impact a team.
2. Identify strengths and weaknesses (own and others) and how to balance these in a team.
3. Discuss what makes a team successful.
4. Explore techniques to develop your team effectively.

Happy Teams Workshop Overview

- Act in commissioner role
- Engage in open and honest dialogue
- Speak from personal experience – all different, equally valued
- Listen to understand; listen harder when you initially disagree
- Be open minded
- Respect and maintain confidentiality



**Alone we can do so
little; together we
can do so much.**

[Helen Keller](#)



Discussion...

What makes a team successful?

- Think about the best team you have ever been part of.
- What was it that you really liked about that particular team?
- Share your **best team story** with the people on your table or the person next to you.



Discussion...

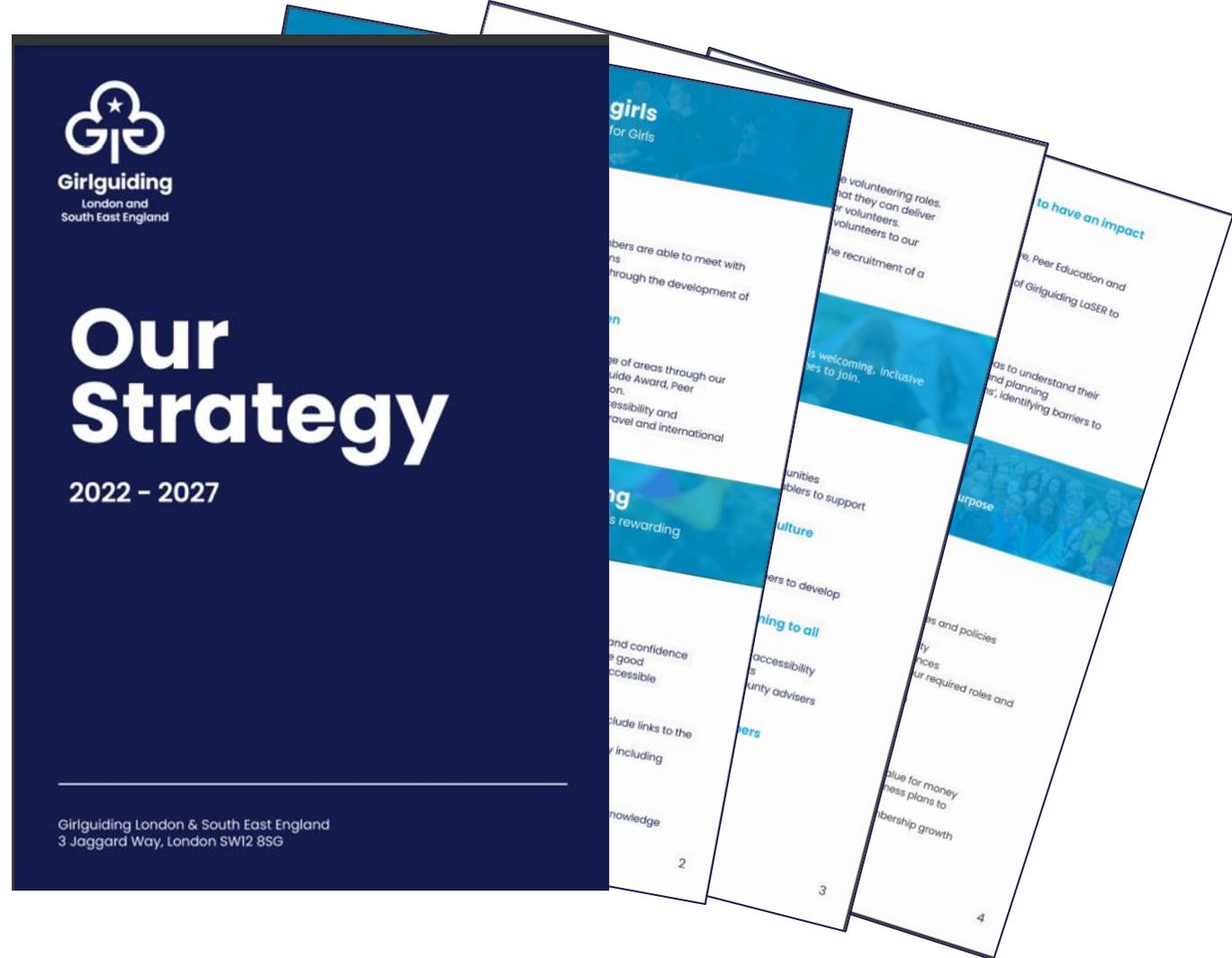
What makes a team successful?

- What made the best team so successful?
- How could that success be recreated in the future?

- Share your thoughts and ideas with people on your table.



Our strategy



Local Commissioner Handbook





**Individually, we are
one drop. Together,
we are an ocean.**



[Ryunosuke Satoro](#)

Personality Types

Different assessment methods:

- Myers Briggs
- 16 Personalities
- Hire Successes
- Merrill and Reid's Social Style – communication



Team Analysis

Different analysis tools:



- **SWOT** – Strengths, weaknesses, opportunities & threats
- **PESTLE** – Political, economic, sociological, technological, legal & environmental
- **SCORE** – Strengths, challenges, opportunities, responses & effectiveness
- **SOAR** – Strengths, opportunities, aspirations & results
- **NOISE** – Needs, opportunities, improvements, strengths & expectations

Over to you...

Work either individually, pairs, or small groups and choose which activities you wish to complete:



Personality types:

- Identify your own personality type and preferences
- Explore personality types of your team members and the best ways of working with that type

Team analysis:

- Use a team analysis tool to identify your own strengths, weaknesses etc and those of your team.

Coming together is a beginning, staying together is progress, and working together is success.

[Henry Ford](#)

Action planning:

Identify between 1 and 3 actions for you or your team:

- An action related to you.
- An action related to your team.
- An action related to the future.



Any questions...



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One piece of log creates a small fire, adequate to warm you up, add just a few more pieces to blast an immense bonfire, large enough to warm up your entire circle of friends; needless to say, that individuality counts but teamwork dynamites.

[Jin Kwon](#)





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