

Megan Hills interviews

Kate Roth,

Director, International Education from
Monash University



Your 'teambuilding day' isn't just a day

"During a University teambuilding day something particularly shocking happened," Kate Roth explained. "At the end of the day the staff received a bag of lollies along with a note from their supervisor. Each note was a thank you for the great job they had been doing all year." The staff - normally a chatty bunch - were completely stunned. Being thanked rarely happened at the office. "The staff had never been so silent," Kate laughed.

This small gesture of gratitude was something that would change the team from that day forward. "Saying 'thanks for your help' has become more frequent - not just from the supervisors but from everyone." But teambuilding isn't just about the day. It is also about how the day is prepared.

Kate's top 4 tips for making a successful teambuilding day:

Before the day:

1. Prepare at management level

Brief the facilitator as best you can, then receive the facilitator's initial proposal as to how the teambuilding day will be structured (what activities will be employed, goals for the day etc.).

2. Allow criticism in that preparation

It's important that the management team are open with the facilitator about anything proposed – e.g. if an activity seems inappropriate for the team, use this opportunity to voice that concern.

3. Get 'buy-in' from staff from the start

Present to the team the outcome from management and facilitator's discussions and receive comments from all staff well in advance of the day.

On the day:

4. Make sure all are involved

Ensure both staff and management have equal opportunity to express their ideas and concerns about management processes. From this, creating real and positive change is more likely to be achieved.

What Kate says about TLS

"When I rang Eleanor and said 'Help! I need a teambuilding afternoon', it didn't take long for her to recognise that we needed a whole day. She was open to any ideas different to those she was proposing, and very helpful in providing suggestions about how to manage both my colleagues and the staff."

Book a course on managing change for your team Call 0433 126 841