

Collaborative Teaming



Characteristics of Collaboration

- Is Voluntary
- Everyone's Ideas Are Valued
- Requires a Mutual Goal
- Includes Shared Decision Making
- Based on Shared Resources
- Shared Responsibility of Outcomes



All team members bring their own unique experiences, background, and agenda's to the table.



Goal is Consensus

- Not Like Voting
- Give and Take
 - Many times it “takes”
- Compromise exists as people get the opportunity to state their point of view
- Everyone gets “something” although concessions are made



Personality IQ

What color are you?

Orange.....

Gold.....

Green.....

Blue.....



Orange- Activator

“Life’s a gift. Live in the moment.”

Attributes

- Adaptable
- Flexible
- Charming and Witty
- Easy-Going Nature
- Loves the Spotlight
- Stretches Boundaries

Leadership Skills

- Good in Crisis
- Quick to Make Decisions
- Open to Change
- Action Oriented
- Here and Now Solutions



Orange- Activator

“Let’s Go for it now!”

Temperament

- Upbeat Manner
- Energetic
- Adventuresome
- Doesn’t Like Waiting
- Needs Choices

Stresses

- Deadlines
- Too Many Rules
- Sitting at a Desk
- Lack of Fun



Gold- Organizer

“It should be this way.”

Attributes

- Hard Working
- Follows Rules
- Appreciates Service
- Organized
- Researcher
- Pays Attention to Details

Leadership Skills

- Always Prepared
- Dedicated
- Responsible
- Loyal
- Cautious Decision Maker
- Maintains Structure



Gold- Organizer

“The Golden Rule is my way of life.”

Temperament

- Likes Recognition
- Wants Facts
- Needs to Understand the Benefits

Stresses

- Disorganization
- Chaos
- Irresponsibility
- Quick Change of Details
- Too Much Confusion



Green- Analyzer

“My work is play.”

Attributes

- Loves Learning
- Abstract and Analytical Thinking
- Strives for Competence
- Has Many Interests
- Avoids Small Talk

Leadership Skills

- Sees the Big Picture
- Complex Thinker
- Explores All Possibilities Before Making Decisions
- Conceptual- Visionary
- Analytical- Gathers All the Facts



Green- Analyzer

“I believe my creativity starts when choices end.”

Temperament

- Investigator
- Quiet
- Independent
- Complex
- Inventive
- Dislikes Complex Relationships
- Exhibits Competence

Stresses

- Emotional Outbursts
- Chit-Chat
- Lack of Independence
- Routine, Repetitive Assignments
- When others do not think they are correct



Blue- Peacemaker

“Somewhere over the rainbow.”

Attributes

- Avoids Conflict
- Cause Oriented
- Daydreamer
- Makes Decisions Based on Feelings
- Open and Warm
- Personable

Leadership Skills

- High Integrity
- Needs Purpose
- Easy to Talk To
- Democratic
- Team Builder
- Encourages Others



Blue- Peacemaker

“Seeking truth and meaning is the purpose of life.”

Temperament

- Fulfilled Through Helping Others
- Sensitive and Spiritual
- Emotionally Sensitive
- Needs Reassurance and Acceptance
- Has Few but Close Friends

Stresses

- Negative Criticism
- Gossip About Them
- Paperwork
- Deadlines
- Insincerity
- Stretching of the Truth





A rainbow of personalities allows for enriching conversations needed for growth!



RTI Leadership/Core Team Roles

Orange

Provide fun and entertainment, lighten things up

Drive decision making

Great person to lead the meeting

Gold

Organize agenda

Take detailed minutes

Great with follow-through



RTI Leadership/Core Team Roles

Green

Makes sure all the possibilities are explored

Appreciates having the agenda ahead of time

While they don't always have a lot to say, when they do share listen carefully because it is usually a very good point

Blue

Will provide treats for the meeting

Willing to compromise

Sensitive to others needs



Talk about the positive qualities
of each member of your
leadership team.

How can these qualities be
capitalized upon?



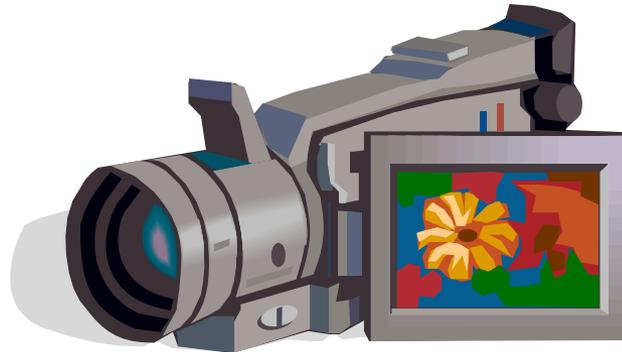
Trouble in an RTI School Activity



Talk through the discussion questions with your team.



Collaboration Analysis and Framework Video



ABC School Meeting Protocol

1. Develop Clear Meeting Goals
2. Shared Commitment by the Team
3. Shared Responsibility for Decisions and
Outcomes
4. Everyone has Equal Voice



Questions

Have you established a team protocol?

If yes, what are they. Is everyone satisfied with this. Is there anything missing?

If no, brainstorm at least four possible protocols your team might want to establish.



Questions

Does your team have a shared vision?

If yes, what is it?

If no, talk about what that might be?



ABC School Team Roles

- Facilitator
- Note Taker/Scribe
- Time Keeper
- Food Czar
- Celebrator



Role of a Facilitator

Facilitator

- Stick to the issues, not individual personalities
 - Be aware of what each person brings to the table
- Be prepared
 - Issues can become complex, be ready for anything
- Keeps process going
- Recognizes when constraints are blocking consensus and makes adjustments as needed



Role of the Case Manager

- Brings all of the information about the student
 - Come prepared with all the facts
- Makes sure all who work with this student are present
- Presents the data and the problem that needs to be solved



Time Keeper

- Monitors Time
- Provides Gentle Reminders When Time is Almost Up
- Stops Everyone When Allotted Time is Up
 - Suggest that topic is placed on the scheduled to be revisited at a future meeting



Scribe

- Takes notes during the meeting
- Types up the notes and makes sure each team member receives a copy of the notes after the meeting



Other Roles

- Food Czar
 - Brings a snack for all to share
- Celebrator
 - Comes prepared to quickly share two items worth celebrating since the last meeting.
- Others?



Questions

- Does everyone agree that it is a good idea to use a shared leadership model in which members take turns fulfilling different roles each meeting?
 - If yes, how will you identify who will fulfill each role at the meetings?
 - If no, develop another that plan would work better for your team?
- Do you have job descriptions identified so that everyone knows what the expectation is when they are assigned a role?



RTI Leadership/Core Team Roles

- Facilitator
- Case Manager
- Time Keeper
- Scribe

Talk about the strengths of each color in each of the roles of the leadership team?

Orange.....

Gold.....

Green.....

Blue.....



Creating a Good Meeting Agenda

Topics for Discussion

- 1.
- 2.
- 3.

Action Items

- 1.
- 2.
- 3.

Roles for Members:

Facilitator-
Time Keeper-
Scribe-
Case Manager-
Food Czar-
Celebrator-



Change is a given, growth is
optional.

Author Unknown

