



Australian Library and
Information Association

ALIA Schools Webinar

Building Teams

Tania Barry

10:30am - 11:30am



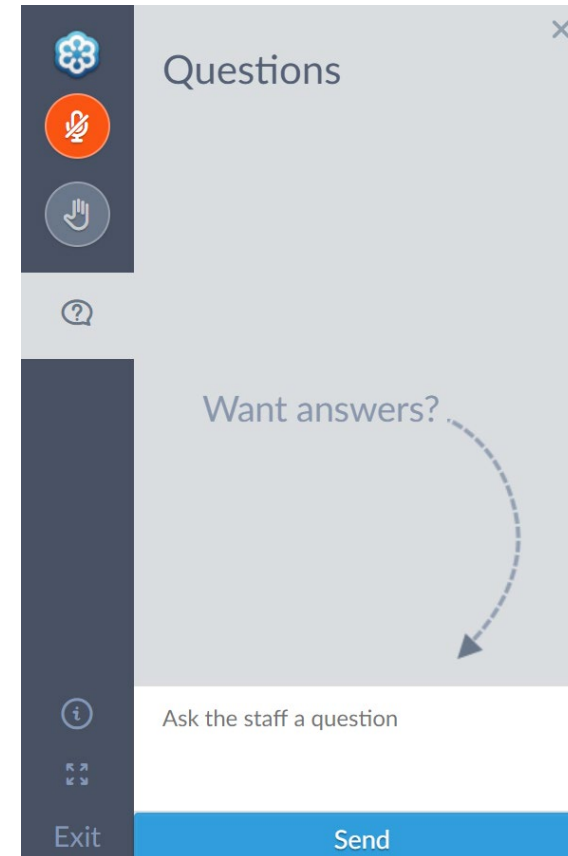
Communication



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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.

AHA Moment #2

Join committees

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

AHA Moment #7

It's not always a democracy

AHA Moment #8

**The behaviour you accept is the
behaviour you condone**

AHA Moment #9

**Acknowledge and celebrate
success**

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

Questions?



tania.barry@gmail.com



@shewgirl



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

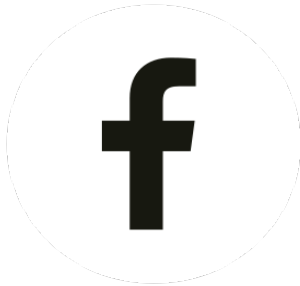
Plenary

- 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*



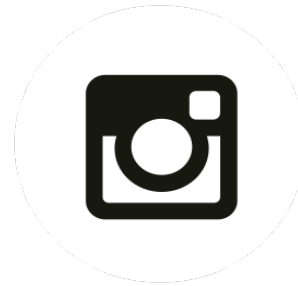
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Thank you



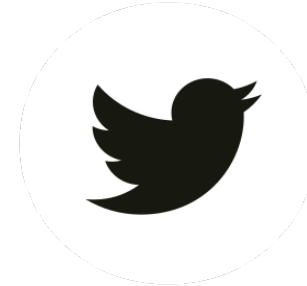
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Activity: Options for Committees

- 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!