

A Strengths-Based Approach to Team Development and Leadership

**Expanding our Experience and Expertise:
Implementing Effective Teenage Pregnancy Prevention Programs**

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**Sandy Rice
Hector Campos**



Disclaimer

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“This works because emphasis is on the positive, rather than the problem.”

~Meeting participant



*“When you change the way
you look at things, the things
you look at change.”*

~Dr. Wayne Dyer



Agenda

- ❖ Introductions and Purpose
- ❖ Framework - Team Development
- ❖ Appreciative Inquiry
- ❖ Next Steps



Team Work



A Model for Team Work

Goals

Roles

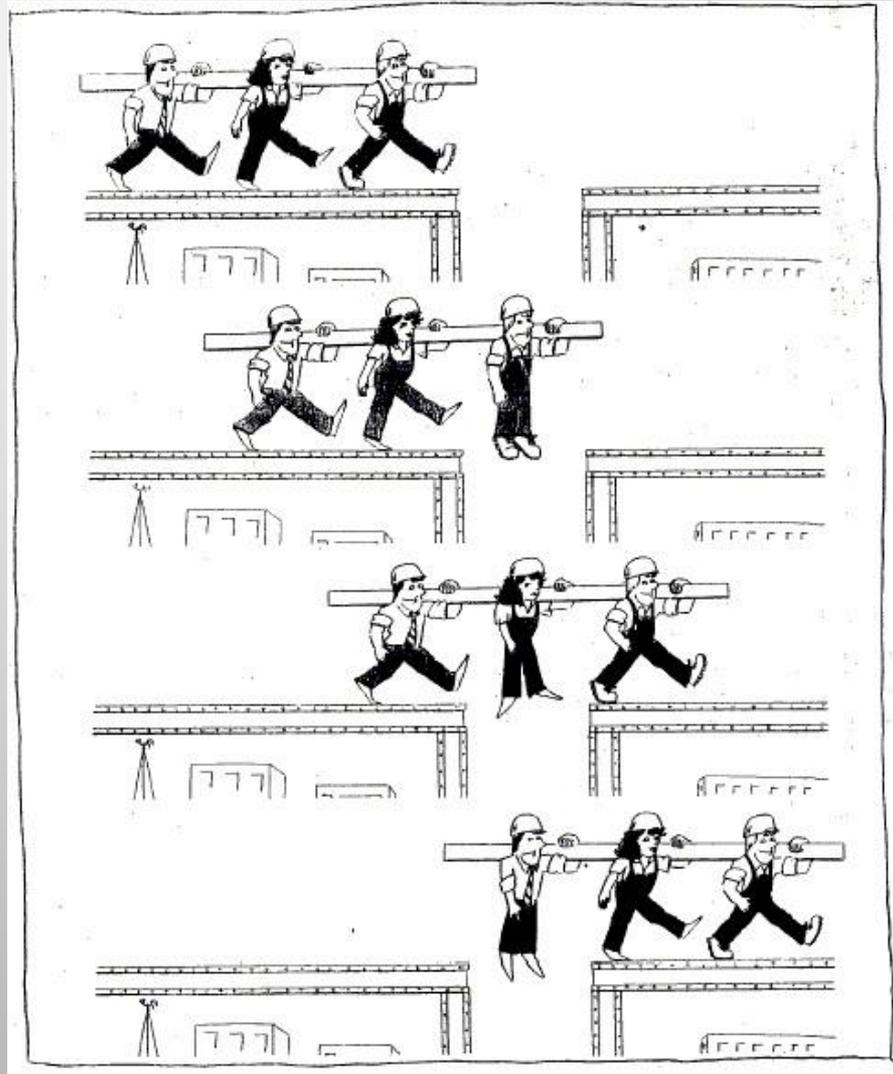
Procedures



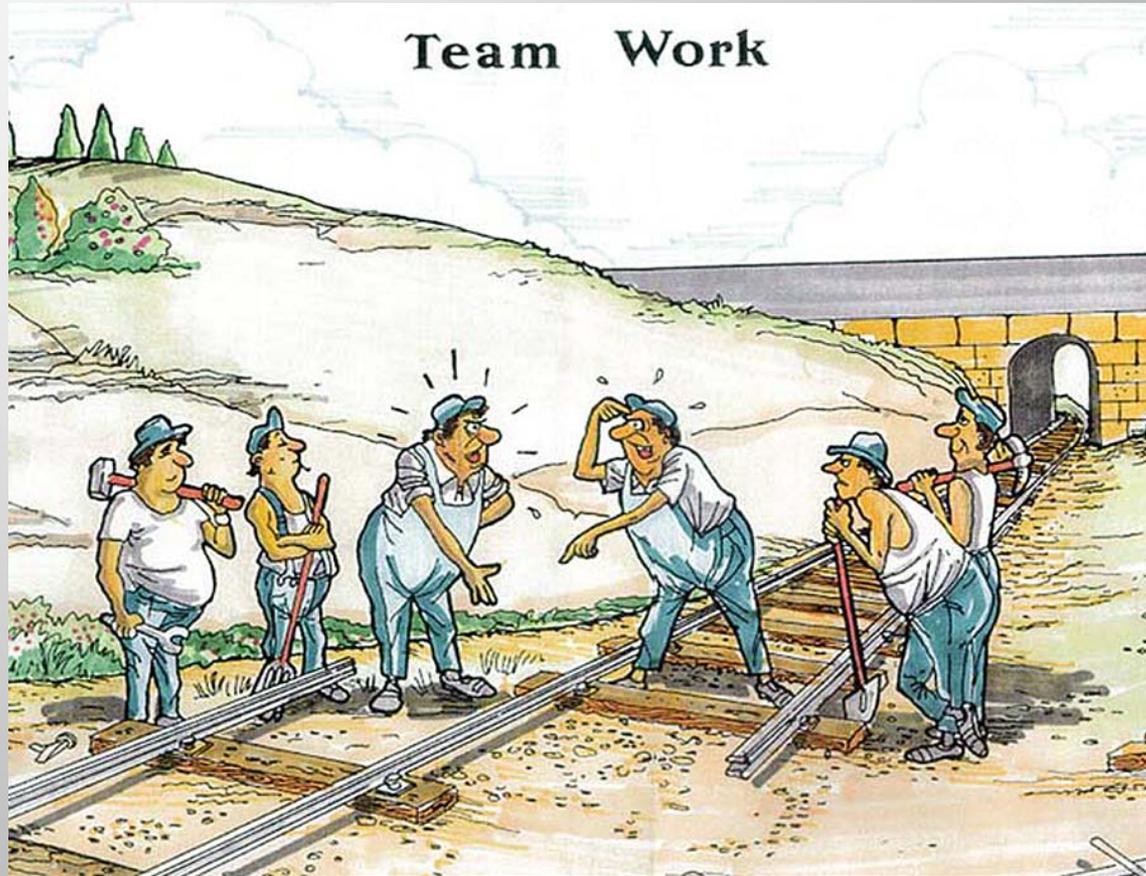
Goals



Roles



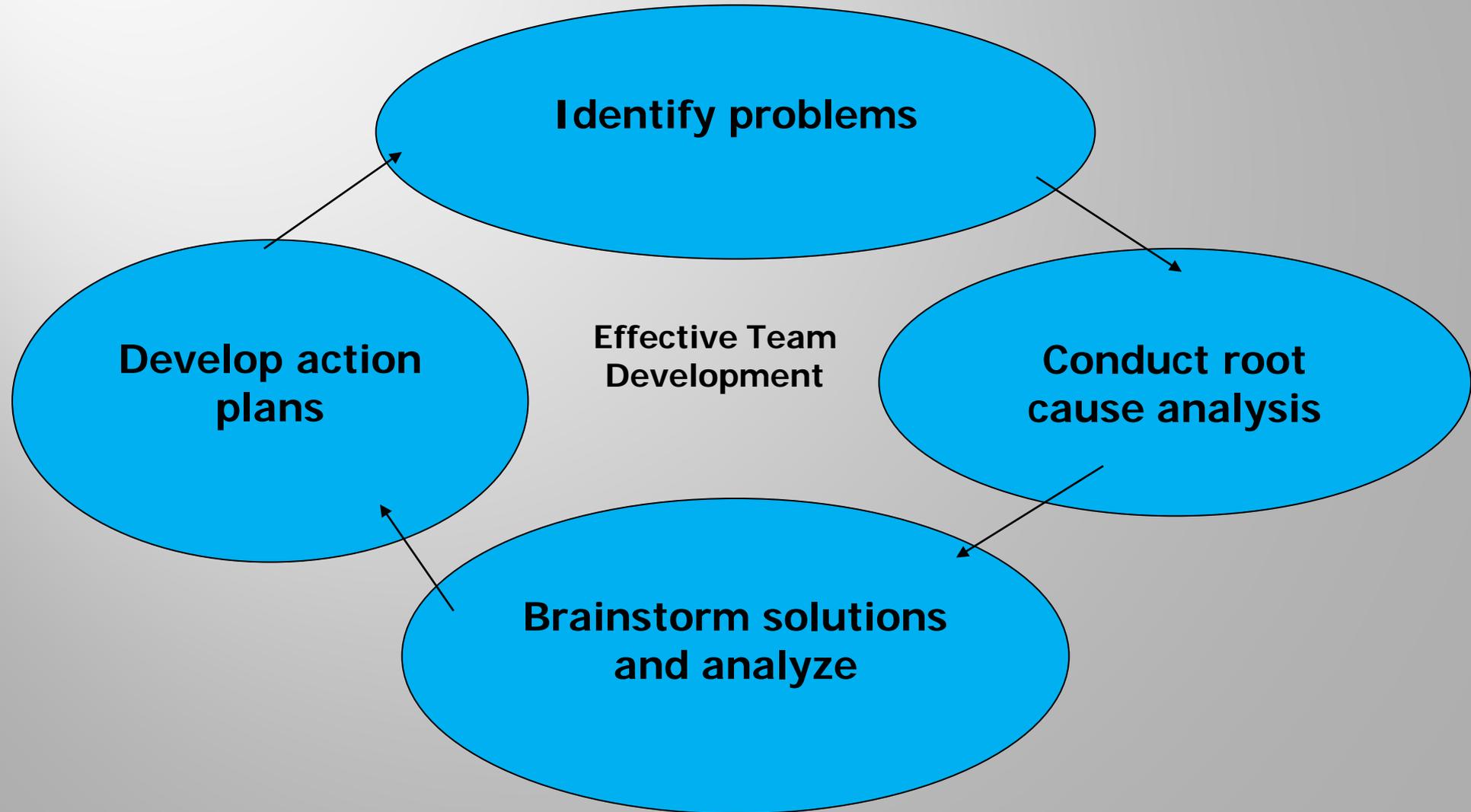
Procedures



Goals, Roles & Procedures



Problem Solving in Organizations



Appreciative Inquiry

Discovering the best

Asking positive questions

Harness potential



Appreciative Inquiry

Shifts from:

Deficits to strengths

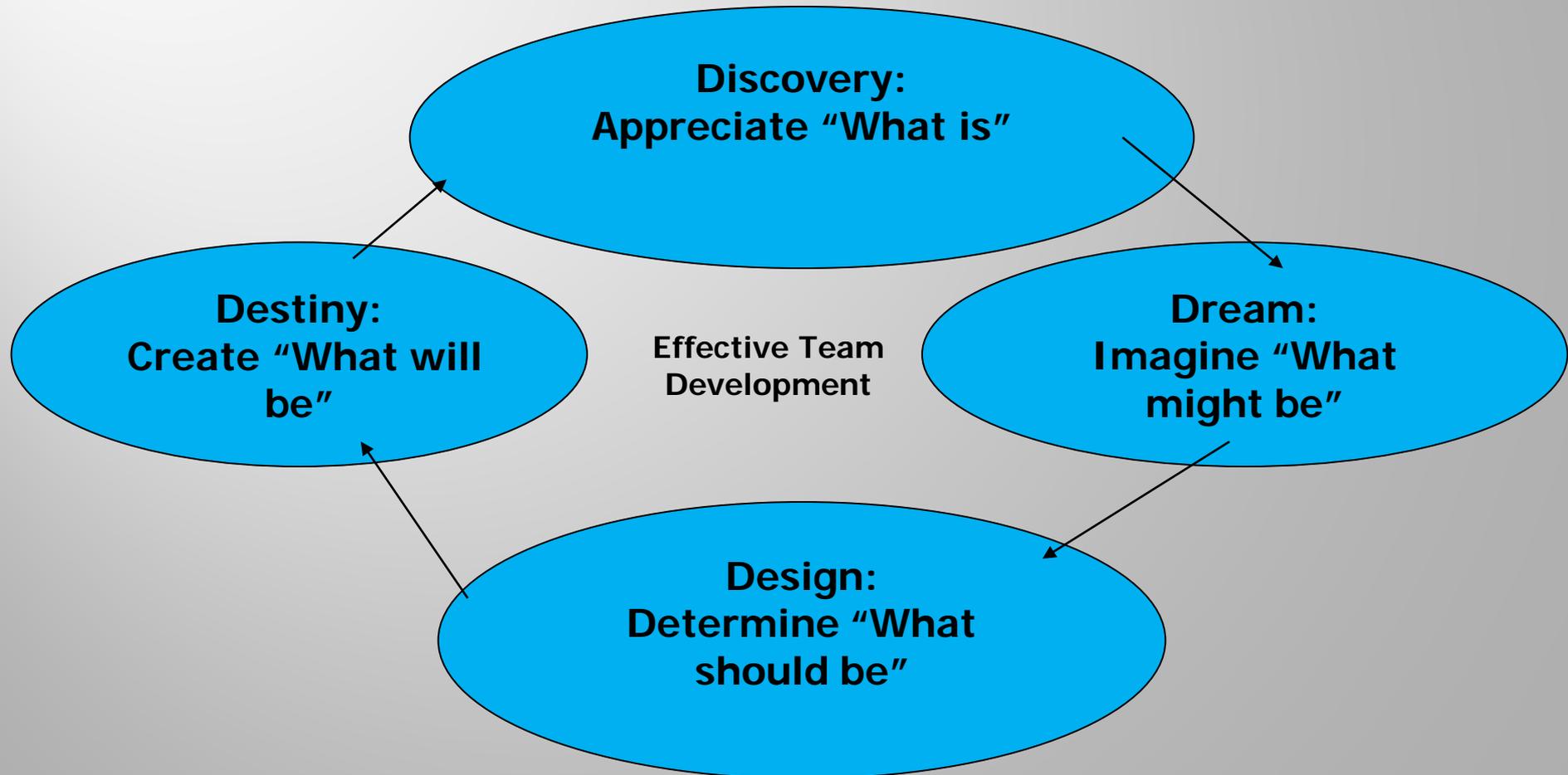
Problems to possibilities

Links positive energy to change

Optimizes resources



The Appreciative Inquiry “4-D” Process



Discovery - Interviews

Interviewee describes
best experience

Interviewer notes
highlights of story



Interviews

Ask the questions as written

Pause

Listen



Dream - Inquiry Sharing

Three pairs join

Partner's highlights

Common themes

Best, inspiring, compelling experiences



Inquiry Sharing

Recap stories, inspirations, quotes

A composite picture of best experiences



Design - Conditions for Success



Common themes



parameters for teams

Core values, strengths

Core Values, Strengths & Conditions for Success

Teams list

Report

Next steps



Destiny – “Dream Team”

Inspire people to take the “journey”

Ideas and images
of the desired future



Building a Shared Vision

Team members understand...
purpose, goals,
leadership,
relationships,
communication and
processes.

What 3 goals would
you propose?



Goal

Action Steps	Who	By When

How to Enhance Innovation

Vision + Skills + Incentives +
Resources + Action Plan =

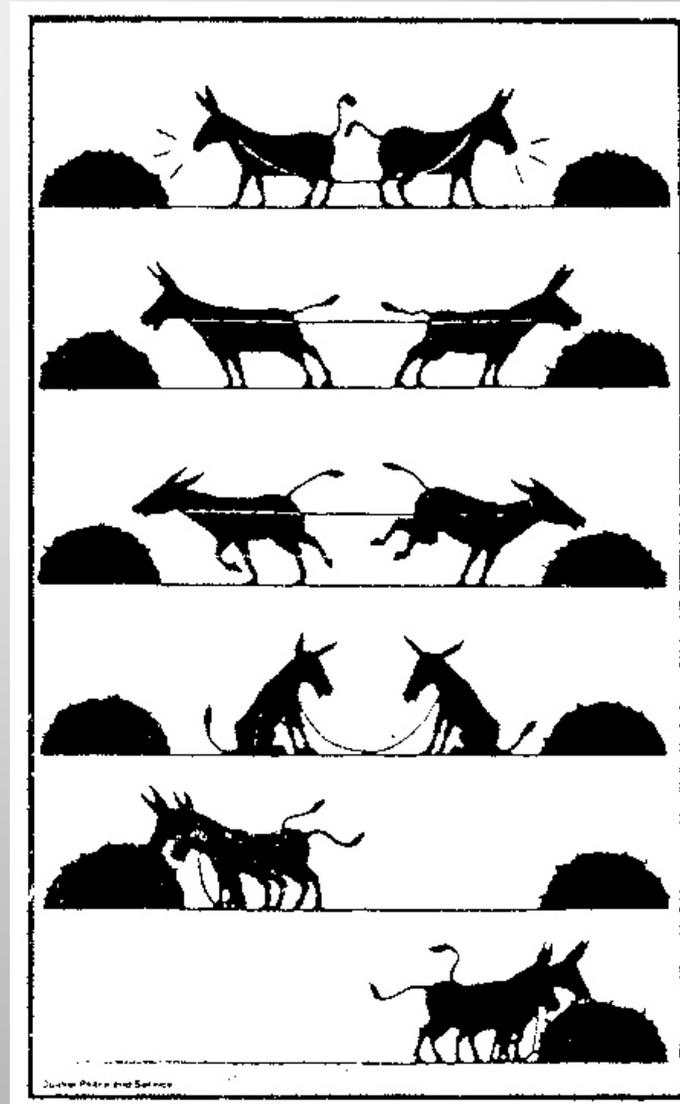
Motivated/Change



What Happens When an Element is Missing?



Teamwork = Partnership



*“Coming together is a beginning.
Keeping together is progress.
Working together is success.”*

~Henry Ford



Thank you!

Sandy Rice & Hector Campos

Organizational Development &
Strategic Planning

srice@cardeaservices.org

hcampos@cardeaservices.org



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