

GREAT LAKES FISHERY COMMISSION

2001 Project Completion Report¹

Retooling work groups, teams, and meetings

by:

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TEAM BUILDING TRAINING REPORT

Background

The Lake Huron Committee and Technical Committee received teambuilding Training September 10-12, 2001 at the MDNR's RAM Conference Center near Roscommon, MI. Teambuilding training is a custom built (Progress Associates) training program that is designed to facilitate innovation, empowerment, leadership, organizational growth, effective teamwork and communications within organizations. This training was funded by a grant from the GLFC's CAP Funds. During the three-day session 9 core members of the two committees, mainly agency staff from OMNR, MDNR, USGS/BRD, received training by Daniel Leete and Linda McLyman of Progress Associates, Syracuse, NY. Unfortunately staff from CORA and the USFWS could not be present and the events of September 11 did distract the participants. Roger Knight (OHDNR) also expressed an interest in receiving the training but was unable to attend.

Training Components

During the three-day sessions participants were introduced to the basics of improved communications in a team setting. The group was taught the use of the following tools: Call for participation, the meeting management grid, by the numbers, universal defenses, hooks-triggers & buttons, time outs, labeled decision making, chartering, following process, below the line, 4-D's, "W" indexing, 3"C"s, CPR, temperature reading, gathering givens, bullet items and dialog v discussion, etc.

During the training period there was ample time provided for the participants to experiment with the use of many of the tools.

These tools are outlined in the attached text of the TEAMBUILDING manual that was presented to each participant. In addition, each participant received a packet of additional materials entitled "retooling Work Groups, Teams and Meetings, also written by Progress Associates (see copy attached).

Participant Evaluations

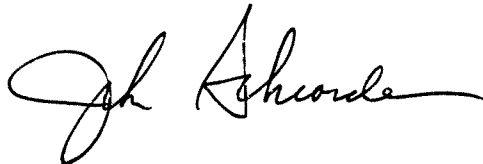
As part of the contract each participant was asked to evaluate the training as follows: value of the information presented in the course for the work environment; clarity of the presentations; understanding of the course topics displayed by presenters; overall workshop rating; overall presenter rating; general likes/dislikes about the workshop; suggested topics for future workshops; and suggestions for other organizations or people who would benefit from similar type of training. In general all the trainees rated the workshop as good to excellent. Many suggested this training should be provided to other members of

their respective agencies and other GLFC committees. Individual evaluations are attached.

Future Training and Use Teambuilding of Tools

It is recommended by this author that the Teambuilding training be provided to other GLFC lake and technical committees over the course of the next several years. This training will enable GLFC committees to do more work more efficiently and arrive at better decisions and recommendations. Teaming teaches people to look at the big picture and work toward decisions that benefit the whole (ecosystem) rather than just the parts. If conducted properly the training should raise the spirit of cooperation and accountability between people (and agencies). Teaming often fosters increased creativity and innovation. Teaming diversifies and improves the end results and people learn to make better decisions in a shorter period of time through a structured process.

The Lake Huron Technical and Lake Committees intend to begin using the teambuilding tools learned during September, 2001 at their combined winter meeting scheduled for January 22-24, 2002. See the draft agenda attached.

A handwritten signature in black ink, appearing to read "J. Schrouder". The signature is fluid and cursive, with a long horizontal stroke at the end.

Prepared by J. Schrouder (MDNR, Fisheries Division), LHC, November 30, 2001