

# A Team Approach to Success

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## Attention All Attendees:

Thank you for registering your attendance for **EACH SESSION:**

<http://www.uiltexas.org/academics/capital-conference/online>



**Electronic handouts** are available there too.

# Why Team Building?

- You must dedicate time for team-building
- More efficient and productive
- More on-task individual work by students
- More compassion and encouragement through class / team
- Less internal strife, less discipline issues, less travel / sub worries

# Who is this guy?

- Have a BA in Communications, MFA in Writing & Masters in Educational Leadership.
- I was UIL Director and Director of Speech and Debate at Graham High School for 9 years and Director of Speech and Debate, Assistant Principal and Interim Principal for 3 years at Caddo Mills High School. Currently, Director of Theater, Speech and Debate at Grand Saline ISD (Middle School / High School).
- The last 16 years, teams I have coached have qualified numerous students for region, state and nationals. They have also captured many district championships.
- Former students: Press Secretary for United States Senator, CIA Agent, USMC Officer, Doctor, Pastor of a church with a congregation of 1000+, Co-Founder of a Communications Company, Sports Radio Producer & Commentator, Director of Public Relations, NASA Engineer, Biologist at Ft. Worth Zoo, So many lawyers, etc

# Team Approach to Success

- 11th year presented at Capital Conference
- Used by successful UIL programs
- Lions Clubs, Rotary Clubs, Key Clubs
- Child Protective Services (Foster Parent Trainings / Case Worker & Investigator Trainings)



# Key to Team-Building

# Fundamental Team Work

- Best Team Builder I Have Ever Known



# Fundamental Team Work

- “Team Work is about Leadership”

# Fundamental Team Work

- “Tell a Compelling Story”

# Fundamental Team Work

- My Dad - George Larry Mattis
- Jan. 1945 - Orphan
- April 2013 - Wife of 46 years, 4 Kids, 6 Grandkids, Thousands of people at his funeral
- Tank Commander - Vietnam
- 40 years for Xerox Corporation

# Compelling Story

- 3 Students
- No Class
- No Budget
- No Fundraising
- Personal Vehicle
- No Stipend



# Steer Debate



# Compelling Story

- 50 Students
- 3 Classes
- Supplies / Travel Budget
- Green Light Fundraising
- 1st Priority Status - Transportation
- Stipend

# Compelling Story

- 50 Students
- 3 Classes
- Supplies / Travel Budget
- Green Light Fundraising
- 1st Priority Status - Transportation
- Stipend - (Small One)



# SUPPORT

- Superintendent / Board Members
- Principal
- Counselor
- School Secretary
- UIL Coordinator
- Custodian
- Additional Coaches \*\*\*

# Importance of Roles

- Most critical element of team-building in action is roles
- People want to be successful, they want to be a part of a group and they want to know that contributed
- Adults, teens, children...we all thrive when we have expectations, goals and involvement
- Roles is how we get there

# TEAM ROLES

- Captain
- Co-Captain
- Coordinator
- Assistant to the Coach

# Captain

- Senior Student Position / Assistant Coach
- Directs entire team / Supervises Senior Staff
- Public image of the team
- Sets agenda
- Course Management
- Commanding Officer of Emergency Response Team
- Answer directly to the Coach

# Co-Captain

- 2nd Highest Student Position / Assistant Coach
- Operations / Advisory Quality Assurance
- Supervises Event Leads
- Sets agenda
- Practice Management
- Supplies / Travel for Emergency Response Team
- Answers directly to the Captain

# Coordinator

- 3rd Highest Student / Team Manager
- Handles day to day operations
- Attendance / Scheduling / Room Management
- Team-building / Recruit / Retain
- Personnel Officer on Emergency Research Team
- Answers directly to the Captain

# Assistant to the Coach

- Assist Coach with various tasks
- Answers directly to the Coach
- In charge of Boss Report (Principal / Wife) for Emergency Response Team

# Club vs. Team

- Club
- Team
- Sponsor
- Coach
- Intent
- Commitment Level



# A+ ROLES

- Maintenance
- Teacher Helper
- Class Leadership
- Community Leadership

# Maintenance Roles

- **SUPPLY CHIEF:** keeps supplies organized and replenishes them as necessary
- **SWEEPER:** sweeps floor
- **Spill Crew:** deals calmly and efficiently with spills of small items, juice, paint, and so on
- **BOARD ERASER / WASHER:** cleans all boards at the end of the day

# Maintenance Roles

- **ANIMAL CARETAKER:** feeds pets and maintains cages or aquariums.
- **PLANT CARETAKER:** waters and maintains plants
- **RECYCLING CHIEF:** ensures bins are emptied regularly and reminds students to recycle whenever possible
- **BITS & PIECES HELPER:** crawls around under desks at the end of the day, collecting items that have been dropped and returns them to their rightful place

# Teacher Helper Roles

- **PAPER HANDLER:** passes out and/or collects class work, homework, blank paper, and so forth.
- **ALPHABETIZER:** puts stacks of notebooks or papers in alphabetical order so record-keeping is easier and faster for the teacher
- **MESSENGER:** delivers notes to other teachers or to the office
- **DISPLAY HELPER:** "frames" work with construction paper; helps design displays, tacks them up, and takes them down

# Peer Leadership Roles

- **NURSE BUDDY:** accompanies students to the nurse's office if they are sick or hurt
- **LIBRARIAN:** keeps library neat and recommends a favorite book during a morning meeting
- **AMBASSADOR:** helps visitors or new students learn their way around and keeps them company

# Peer Leadership Roles

- **SPECIAL MEETING LEADER:** decides on a topic for the class to discuss or debate, and moderates the discussion
- **CURRENT EVENTS REPORTER:** chooses, with teacher and parent approval, a news story to follow and share with the class throughout the week
- **CLASS JOURNAL WRITER:** records each week's most memorable classroom events or activities

# Community Leader Roles

- **GUEST READER:** reads to a partner in kindergarten or first-grade classroom
- **RECYCLING EXPERT:** teaches younger students about classroom recycling
- **DECORATORS:** decorates common spaces in preparation for holidays or special events
- **THANK YOU CHIEF:** writes an unsigned note of thanks and appreciation to a school worker (custodian, office worker, cafeteria worker) whose contribution the school counts on.

# 8 C's of Team-Building

- Common Goal
- Commitment
- Committing to the Goal
- Complementary Roles
- Clear Communication
- Constructive Conflict
- Cohesion
- Credible Coaching



# Common Goal

- Set the goal with class / team
- Develop several progress goals that will get you there
- Determine how you will know when you reach it
- The more difficult the common goals, the more goals you need
- The more difficult the class, the more goals you need

# SAMPLE TEAM GOALS

- 100% participation in class
- Leave room better than it was found everyday
- No negative reports from sub all year
- District Champions
- No one becomes academically ineligible

# Commitment

- Commitment comes from involvement
- Develops student ownership
- Student commitment is fluid
- Teams need a mixture to succeed
- Allow team to discipline commitment
- Commitment must be monitored and maintained

# Committing to the Goal

- Provides responsibility, accountability, respect and trust
- Determine class / team missions
- Create pillars of success
- Create a class / team contract
- Create slogans, signs and other ways to remind the class / team of their commitment

# Team / Class Slogans

- Leave No Doubt
- One Team on a Mission
- Finish the Mission
- Grounded in Tradition, Eyes Towards the Future
- No Regrets, No Excuses, Just Win
- Champions
- Clear Eyes, Full Hearts, Can't Lose
- We are Graham Debate

# Complementary Roles

- Well-defined and appreciated roles that revolve around a class / team strategy
- Develop social roles as well
- Toughest challenge in terms of team-building
- Small leadership tasks and build up

# TEAM ROLES

- Star Player
- Key Player
- Bench Player
- Manager
- Team Leader

# Clear Communication

- Most important
- Open, honest, effective
- Performance: quick, clear and sincere
- Personal: specific, elaborate and sensitive
- Positive - Negative - Positive



# Constructive Conflict

- Conflict is natural, just has to be controlled
- Know and use the five styles of conflict response
- Turtle, Shark, Teddy Bear, Fox and Owl
- DESC formula is great tool
- Describe, Express, Specify, Consequences

# Cohesion

- Some students simply don't like each other and that is okay
- Create uniqueness within you team and class
- Use adversity to create unity
- Outside social activities
- Allow students to praise and appreciate each other to promote team bonding

# Credible Teaching / Coaching

- As the leader you must create an effective team / class culture
- Build chemistry
- Recruit and select team players to be leaders
- Credibility takes a long time to build, but can be instantly destroyed
- People's perception in their reality

# Credible Teaching / Coaching

- Mind ( Teach them to think)
- Eyes ( Teach them to watch)
- Ears ( Teach them to listen)
- Mouth ( Teach them to speak)
- Throat ( Teach them to protect)
- Heart ( Team them to care)
- Lungs ( Teach them to live)

# CAUTION

- Burnout

- Burn-up

# Benefits

- Teamwork leads to more hands-on learning
- Creates healthy competition
- Competition breeds improvement
- Anytime you can connect and bring together a group of students when the world is trying so hard to sort and divide them, it is positive
- Success, Knowledge, Improvement and Positive Image  
(“Basic” SKIP)
- Sabermetrics, Keystone, Innovation and Product  
(“Advanced” SKIP)

# Sabermetrics

- Moneyball by Michael Lewis
  - Five Tool Player
    - Contact Hitting
    - Power Hitting
    - Speed
    - Fielding
    - Throwing

# Sabermetrics

- Determine the five basic skills needed for success
  - Speaking Skills
  - Presence
  - Cooperation
  - Competitiveness
  - Work Ethic



# Sabermetrics

- Ratings on a scale from (1-5, 1 being Poor and 5 being Superior)
- You Rate the Student
- They Rate Themselves
- Captain / Co-Captain rate them
- Average Categories / Total Average

# Sabermetrics

- Develop growth plan for areas they struggle
- Has nothing to do with class grade, it is about building up weaknesses
- Students crave growth
- Students become much more receptive to Captain / Co-Captain

# Team-Building

- Team-Building Examples
- Five Fingers of Leadership
- Best 8 Minutes of Your Life
- Nice Day Drill
- Stevens / Jerrys
- Team Stories (Bells / Suburban)



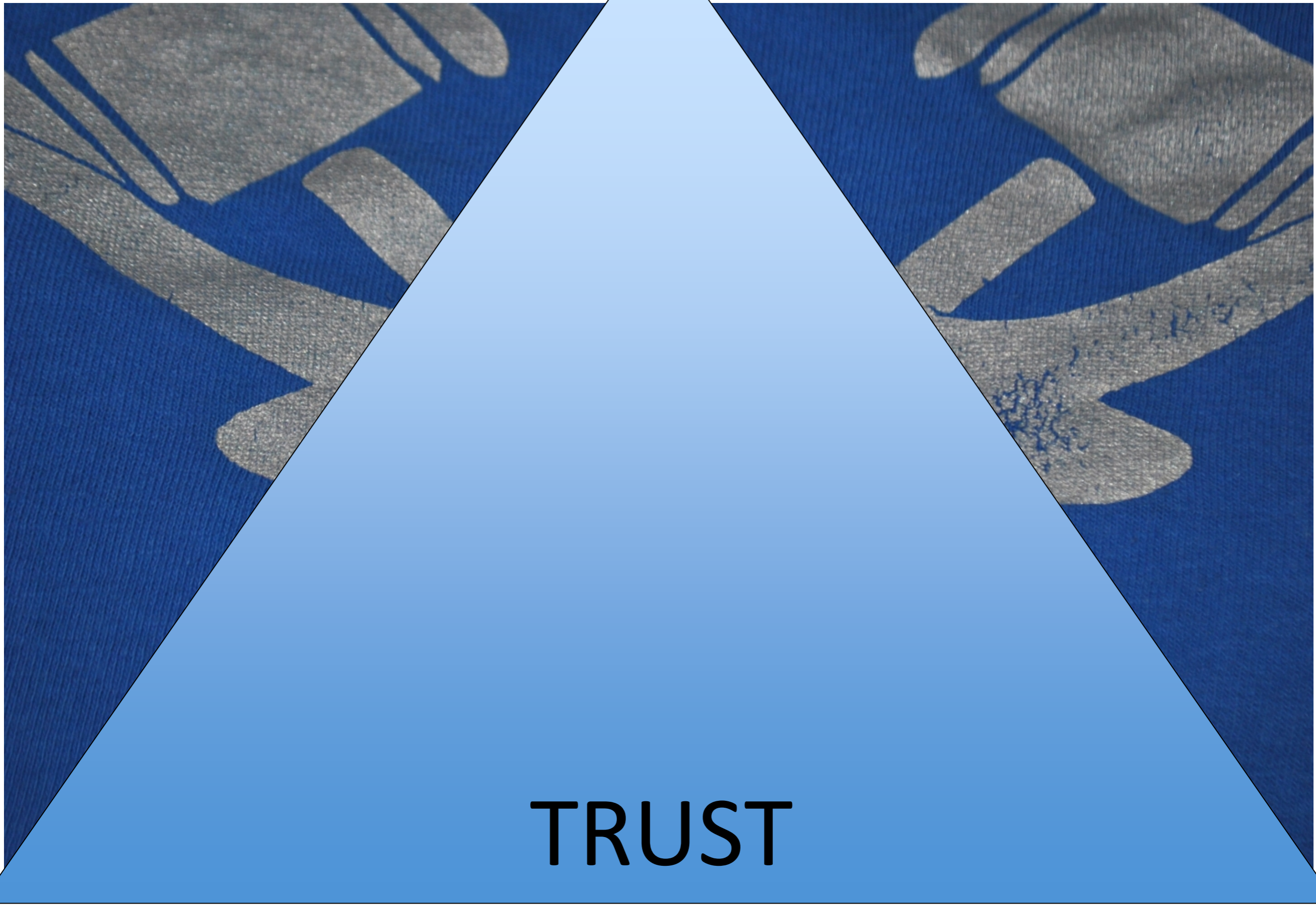
Team Pyramid



# The Five Dysfunctions of a Team

## A Business Fable

Patrick Lencioni  
(2002)



TRUST

A large blue triangle is centered on the page, pointing downwards. Inside the triangle, the words "CONFLICT" and "TRUST" are written in a bold, black, sans-serif font, one above the other. The background of the entire image is a dark blue fabric with a repeating pattern of hands in a lighter blue color, holding a globe. The triangle is positioned over the center of the image, partially obscuring the hands and globe pattern.

**CONFLICT**

**TRUST**



COMMITMENT

CONFLICT

TRUST





ACCOUNTABILITY

COMMITMENT

CONFLICT

TRUST



RESULTS

ACCOUNTABILITY

COMMITMENT

CONFLICT

TRUST

# Three Questions

1. Do you care about others?
2. Are you committed to excellence and success?
3. Do people trust you?

# TED Talks

- How to start a movement - Derek Sivers
- 8 secrets to success - Richard St. John
- Tribes we lead - Seth Godin
- How great leaders inspire action - Simon Sinek

# How Great Leaders Inspire Action

- Why?
- How?
- What?

# How Great Leaders Inspire Action

- Why? Wayne Innerarity
- How? Inspire / Encourage / Create / Mentor / Motivate
- What? Team-Approach to Success Programs

# Work Rules!

## Lazlo Brock (Google)

- Be a founder
- Eat culture for breakfast
- The Two Tails
- Build a learning institution
- Nudge...a lot

# Questions / Comments / Thoughts

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