Team Teaching and Team Building

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Dean, Asian II
History of Team Teaching - Background

- Established at DLI in 1987. Six-person teaching teams
- Implementation of Team Teaching Policy 1987
- Team Building facilitator training for selected instructors
- Mandatory 3-day team building workshops for all DLI teaching teams
- Team Building facilitators conducted training for schools outside their language
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• Structure of 3-Day Team Building Workshop
  – Goals
  – Experiential Learning Model
  – Appreciative Inquiry Approach
  – Process/Content
  – Structuring Devices
  – Take-aways (“Charter”)
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Team Building:

• Within the School: (Middle East I)
  – June 13-14, 2007 Building Effective Academic Teams (for Senior Staff) in UMA (Middle East School I) by Dr. Todd Conklin
    • Culture
    • Communication
    • Conflict
    • Thomas-Killman Conflict Modes Instrument (TKI)
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• Within the School: (Asian II)
  – Initial Team Building for Senior Staff – May 2009
    • Strategic Planning session at Asilomar Conference Center (Offsite)
    • Review and consolidation of 360° evaluation reports
    • Design of action plans for new combined school

  – Team Building for Senior Staff in UAB (Asian School II) by Dr. Todd Conklin - September 10, 2009
    • Improving Communication
    • TKI
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• One-day Team Integration Workshop

• Assessing team’s strengths and weaknesses
• Have there been changes in team’s makeup?
• Are there unresolved issues?
• How has the team used the “Team Charter”?
• What elements of the Charter have been modified to suit circumstances?
• One-day Team Integration Workshop (continued)
  • How has the team dealt with changes, conflicts, communication issues, and solved problems?
  • How has the team dealt with departures and arrivals of team members?
  • Determining an action plan to amend Charter as needed
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- One-day Team Intervention
  - Outside facilitator(s)

  - Assessing the problem(s)/issues
  - Determining strategies to resolve conflict