



Fostering Team Cohesiveness

Greater Pensacola SHRM

Chapter Meeting

November 8, 2023

Definition

- A united group of individuals
- With a shared identity – a strong sense of “we”
- Working toward a common goal



How do we get there?



Ideas to Foster Team Cohesion

- Common goal
 - What is our "why"?
 - Does it look the same for everyone?
 - Get specific!



Ideas to Foster Team Cohesion

- Draw it out!
- 3 Level Goal Pyramid
 - Top = Organizational Goal/Mission (Strategy)
 - Middle = Department/Branch Goal (Tactics)
 - Foundation = Individual Goals/Daily Habits (Operations)

Pyramid Diagram of Goals



Let's Try It!

First Level –

- Use GPSHRM's Mission as the common goal

Middle Level –

- Tactics for approaching the mission

Foundational Level –

- Routine activities to accomplish the tactics



Our Mission

We create partnerships and connections to educate, serve, advise and empower our local workforce communities.

Ideas to Foster Team Cohesion

- Trust is a must!
 - Transparency
 - Respect
 - Follow Through





Ideas to Foster Team Cohesion

- Resolve conflicts quickly
 - Healthy component of the team
 - Honor differences in team members
 - Best solution supports overall mission

Ideas to Foster Team Cohesion

- Communicate!!
 - Share knowledge and information
 - Establish channel(s) and procedures
 - Who needs to know?
 - Regular 1:1 meetings





Ideas to Foster Team Cohesion

- Get the right people
 - Shared values
 - Keep diversity in mind
 - Missing on the team today?

Ideas to Foster Team Cohesion

- Celebrate!
 - Small successes
 - Tie individual back to team
 - Customized recognition



Ideas to Foster Team Cohesion

In Summary

- Work toward a common goal
- Trust is essential
- Quick conflict resolution
- Communicate!!!
- Need the right people
- Celebrate!

