# 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?



### Common goal

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



Draw it out!

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



### 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



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

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

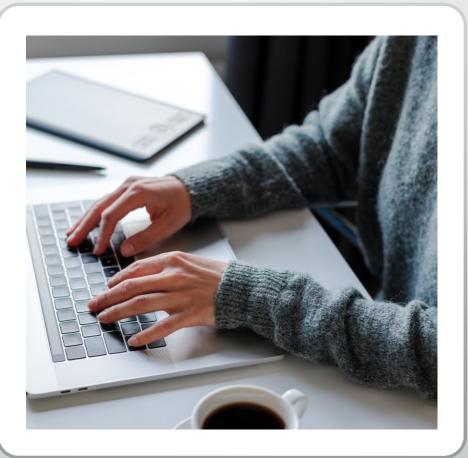




- Resolve conflicts quickly
  - O Healthy component of the team
  - O Honor differences in team members
  - O Best solution supports overall mission

Communicate!!

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



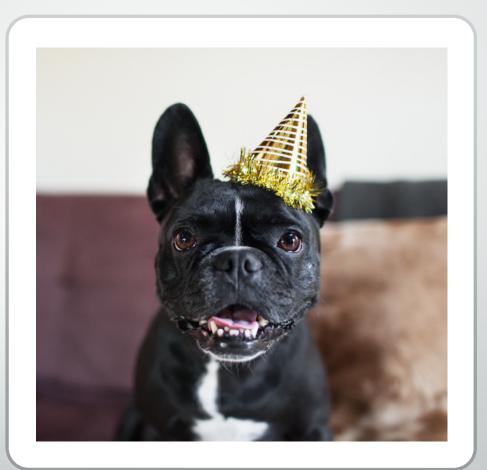


• Get the right people

- O Shared values
- O Keep diversity in mind
- Missing on the team today?

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!

