



The Impactful Team Player Digital Badge Programme Semester 1, 2022

Below you will find information on:

- The Impactful Team Player Digital Badge Programme
- Details of each workshop
- Dates & Times

UCC prides itself on being a collaborative, diverse organisation that supports open communication and allows each member of the professional community to contribute according to their strengths. A key enabler of this approach is **successful teamwork**. This can be seen at all levels of the organisation, from individual groups targeting local goals, through to the senior management team leading strategic change and development for the entire organisation. No matter the level or size of the team, a developed sense of Team Mission, Vision and Goals, Team roles, Team operating processes, communication and inclusion is vital to ensure lasting success.

This digital badge will be awarded to candidates who (1) attend all five workshops, (2) put the learning into practice by working as a transdisciplinary team to prepare a group presentation and (3) submit a 400-word reflective statement detailing personal learning and the impact on their work. Reflective statements should be returned [via this MS Form](#). The **Digital Badge** consists of five interactive workshops (2.5 hours each).

Exploring the elements of teamwork that support success allows individuals to examine their unique skills, strengths and interests on team environment. This digital badge offers participants the space for a deep dive into this topic to enhance their own particular personal skills, that of their existing team and to build capacity to bring effective teamwork into future projects and opportunities. A successful team is one where everyone's unique skills and strengths help the team achieve a shared goal in the most effective way.

Effective team working involves a number of skills and behaviours. These include working cooperatively and flexibly, contributing ideas and effort, open communication, respecting others, becoming more aware of potential biases, encouraging inclusivity and diversity. This badge presents the opportunity to provide early career staff members within UCC with the opportunity to understand the ingredients of positive teamwork and to develop personal skills in enabling effective team working. It is designed to develop self-understanding and both personal and professional career development.

To Apply:

- Having discussed in the first instance with your line management, please submit an application [via this MS Form](#) outlining your reasons and objectives for applying for the programme (400 word limit) by **5pm Friday 7th October 2022**.

WORKSHOPS**1. Ingredients of Successful Teams and the importance of Teamwork to workplace success**

Team success can be a vague concept and so in this first workshop we will set the scene for the programme as a whole. This will be done by examining and deconstructing the ingredients of successful teams using five well defined categories of team effectiveness: Creating Team Mission, Vision and Goals, Team roles, Team operating processes, interpersonal and inter-team relationships. The workshop will include a blend of concepts, reflection, discussion and practical activities.

2. Belbin Team Roles and You

The second module will introduce Belbin team roles. Belbin roles deconstruct the ingredients of successful teams into elemental units that together support effective teamwork. Each participant will be invited to consider the identifiable role that they play in effecting teamwork. Following this, each participant will have the opportunity to complete a questionnaire which encompasses engagement with constructive feedback from team colleagues. A one-to-one feedback session will also be offered to assist each programme participant to further recognise and identify their team working strengths.

3. Five Characteristics of Teams

Moving to the next level, in this third module we look at group level factors that support high performance in teams. These include trust, health conflict, commitment, accountability, results focus and diversity. This workshop will develop an understanding of each of these elements to offer you the “magic sauce” to enhance your professional teamwork activities.

4. Role of effective communications & Cialdini’s principles of influence and persuasion in enabling teamwork

The fourth module will introduce the vital role which effective communications bring to team success. Through group discussion and activities, the module will draw upon Cialdini’s principles of influence and persuasion in enabling teamwork.

5. Group Presentations

To complete the programme and celebrate the achievement of the group, participants will prepare a short team presentation. In this activity, you will get to work with colleagues across the university to share your learning and its impact in the context of teamwork in UCC.

DATES, TIMES & LOCATION

Date & Time	Workshop	Facilitator	Location
Wednesday 26 th October 9.30-12.30pm	Ingredients of Successful Teams and the importance of Teamwork to workplace success	Susan O'Mahony / Anne Gannon	North Wing Conference Room
Wednesday 2 nd November 9.30-12.30pm	Belbin Team Roles and You	Anne Gannon	North Wing Conference Room
Wednesday 9 th November 9.30-12.30pm	Five Characteristics of Teams	Joanne Uí Chrualaoich	North Wing Conference Room
Wednesday 16 th November 9.30-12.30pm	Role of effective communications & Cialdini's principles of influence and persuasion in enabling teamwork	Mary Horgan	North Wing Conference Room
Wednesday 23 rd November 10-12pm	Presentations to Peers	Susan O'Mahony & Anna McKenna	North Wing Conference Room