

## Workshop 3: „Working in a team – team development in *Productive Learning*“

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### Aims

In *Productive Learning (PL)* teamwork is one key factor for the success of *PL*. The participants got the opportunity to reflect on their team work and team development.

### Definition and characteristics of teams

After some ice-breaking activities (“Two truth and one lie”, “Family coat of arms”) the group worked on the question how a team is characterized. The moderators used different pictures and discussed the differences between a group waiting at a bus stop and a sportsteam.



### Conclusions:

- Teams have a **common goal** or a common task which brings people together for a certain period of time.
- **Roles and tasks are clearly defined** and each person makes an active contribution in order to achieve the goals.
- Everyone places an **active role in finding solutions**.
- All people involved are feeling responsible for both process and result (**joint responsibility**).

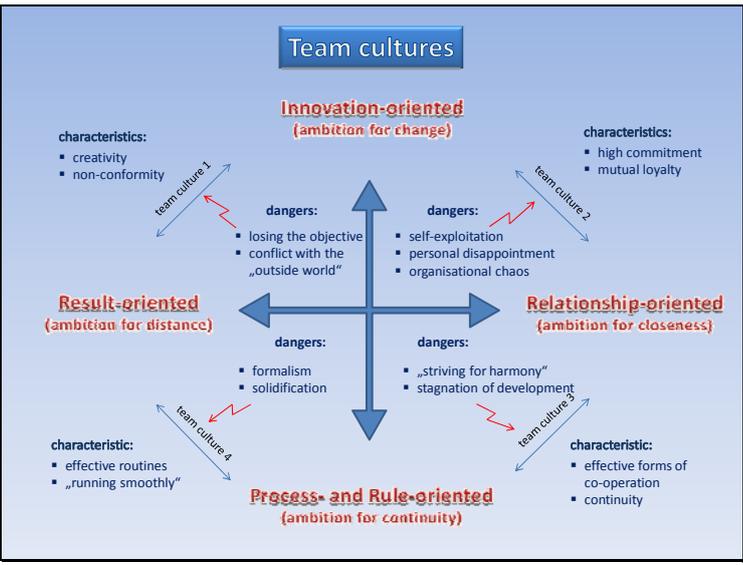
### Team-cultures

With the symbol of the four elements earth, water, air and fire the participants discussed the direction, strengths and “blind spots” of their own team.

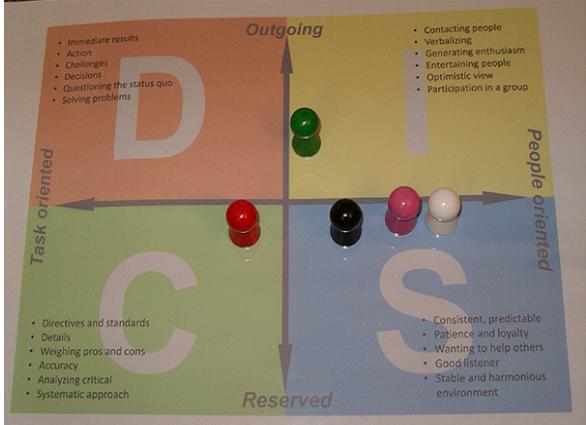
By introducing the Riemann-Model of team cultures the moderators showed that team orientations and cultures depend on different aspects:



Team-cultures are always characterised by two tendencies. There is no “right” and no “wrong” and team-cultures may change.



**Personality types**



The influence of personalities of team members and team leaders is very important for a team. With the DISC-Model of personality types we spoke about the four directions of personalities: Dominance, Influence, Supportiveness and Conscientiousness and reflected on the strengths and weaknesses of these types and their influence on the team cultures. To think about this on a longer term the participants got materials to read.



**Evaluation of the seminar**

- The conclusions of the participants were:
- There was a good combination between theory and practice.
  - They got impulses for their own team work and team development.
  - There was a good and trustful atmosphere in the group.