Carolina Conversation
Cultivating Belonging within Intergroup and Collaborative Partnerships

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Objectives and Goals

• **Part 1** - Explore the meanings of belonging in collaborative partnerships

• **Part 2** - Identify challenges and solutions

• **Part 3** - Engage the group using a case study, including establishing group *interpersonal behaviors and guidelines for creating a sense of belonging and collaborating*

• **Part 4** – Take-aways: Review effective practices and tools for fostering belonging within Intergroup and Collaborative Partnerships
What Belonging Means…

• Clearly defined roles
• Shared assessment
• Sense of trust
• Honest/authentic self
• Willingness
• Mutual respect
• *Clear and shared roles built on trust = Success*
What Belonging Feels Like…

- Opinions validated/included
- Group/individuals work toward greater goal
- Expectations communicated up front
- Openly curious/intellectually humble
- Excitement/safe
What Belonging Human Behaviors are Exhibited

- Dialogue/opinions shared
- Trust
- No ego
- Respect in power
- Recognize talents of others/invite to do more

- Listening and speaking
- Welcoming newcomers
- Commitment
- Leaders/followers
- Include all stakeholders
What Challenges Inhibit Belonging in Intergroup and Collaborative Partnerships?

- Unwillingness to disagree
- Expectations without instructions or instructions without expectations
- The need to get over perceptions that are not helpful
- Voice not valued
- Dominant voices
- Nothing happens – (gets shut out when brought up)
- Lack of commitment

- Lacking respect
- Lacking clarity of visions
- No action plan
- Extra effort not taken up front
- No definition of services offered and what group members are willing to give
- Ineffective size of group
- Tasks/phases too big; need to be broken up
What are proven solutions you’ve used to address the challenges?

• Dialogue through disagreements
• Relinquish power; give options
• Goal affirmation
• Active listening
• Be open to others’ views/perceptions
• Recognize team discomfort; take time to be open to fresh perspectives
• BATNA (Best Alternative to Negotiated Agreement)
• Create buy-in
• Try to do solutions in phases – take one piece at a time
Case Study Exercise

You have been invited to serve on a campus-wide committee to develop a **UNC-CH Campus Civility Statement** that will be adopted by the University to govern campus community members’ behavior.
7- Steps of Team Charter
Building Block of High Performance

Team Defined

Endorsement

Operational Guidelines

Interpersonal Behavior

Purpose

Direction

Responsibilities
What is a Team Charter?

• “An ounce of prevention that is worth a pound of cure”

• Guides the team through process of defining itself:
  – Scope
  – Goals
  – Behaviors
Visual Model of Team Charter Steps

Interpersonal Relationships

The "water line" of visible team behavior

Processes
- decision-making
- issue resolution
- problem-solving
- communications
- planning
- meeting management

Roles
- shared and individual
- primary and secondary
- conflict-free
- planning

Purpose & Goals
- visionary and inspiring
- clear and commonly held
- specific and measurable
Best Practice Approach
Team Charter – 7 Key Steps

1. Define the Team
2. Clarify the Team Purpose
3. Set Direction
4. Identify Responsibilities & Roles
5. Operating Guidelines
6. Interpersonal Behavior Guidelines
7. Endorsement

**Building Blocks for Success & Results**

Resource: Linkage, Inc.’s Best Practices in Teams Guidebook
Interpersonal Behaviors - Guidelines Exercise (Step 6)

Campus-Wide Committee
Mission: Develop a UNC-CH Campus Civility Statement

Task – Identify the specific interpersonal behaviors that will demonstrated by the committee members to achieve a sense of belonging with each other in their work together.
  ❖ Be very specific
  ❖ Describe what are the committee members are actually doing to demonstrate these interpersonal behaviors

Group Work: (Questions for the Identifying the Interpersonal Committee Behaviors)

• What are the specific interpersonal behaviors that will demonstrate a sense of belonging for this committee?

• What are the specific interpersonal behaviors for this committee regarding how we want to give and receive feedback?

• What are the specific interpersonal behaviors for this committee for how we want to handle and address conflicts?
Collaboration-Team Charters

Part I – Gather Ideas

Gallery Walk
1. Brainstorm and chart ideas (Team/Question)
2. Move to next chart (when announced)
3. Put a check if you agree, add other ideas or put a question mark next to an idea

Part II – Synthesize Ideas
1. Each team return to home base
2. Create top 3 or 4 key themes (circle relevant items)
3. Be prepared briefly report the key themes

Part III – Small Group Reports and Debrief
1. Quick report of key themes with a few examples (3 minutes)
2. Address questions (if needed)

Part IV – Group/Team Charter Completion and Review

Roles:
- Time Keeper
- Facilitator
- Reporter
Team Charters – Interpersonal Behaviors

Reflection and Action Learning:

- How will you use this practice to build collaborative partnerships with your current or new groups/teams?

Foster Sense of Belonging and Collaboration
Program Close and Next Steps