



# Talent Development Community

## News and Resources from the TDC

Edition 5 - April/May 2018

### Introduction

In this issue of the TDC Newsletter, we tackle team building. Are team building activities really worth it? Aren't they all the same? We can't force fun...can we? We've asked three world renowned experts\* to help us bust some common myths about team building, please read their responses on [Page 2](#).

Also, please find links to several Learning on Demand (LOD) courses related to the competency **Developing and Building Teams**.

We appreciate your continued support of the TDC. Please share this newsletter with your agency.

\*By "World Renowned Experts" we mean "State of Ohio Employees"



**TDC Liaison Meeting**  
April 26, 2018  
231 Rhodes, 10:30 -12:00

## OPERS Retirement Education Events Offered on May 10, 2018 - Seats Going Fast



The Ohio Public Employees Retirement System (OPERS), in conjunction with the Department of Administrative Services (DAS), will offer three **Retirement Education Events** on May 10, 2018 at the Ohio Department of Transportation, 1980 W. Broad St., Columbus, OH 43223.

These courses help employees plan for their retirement, whether the time is near or years away. [To view descriptions of each of these courses click here.](#)

**Please encourage your employees to attend the training sessions.** To register: myOhio.gov > Career Resources > All Learning > Search ELM Catalog. Search using keyword **OPERS**. If you have specific questions about attendance guidelines, refer to your agency's polices and/or HR Department.

## For Your Improvement

[Learning on Demand](#) has an immense library of courses that are available to State of Ohio employees (both exempt and IT professionals). **Please log-in to LOD access these courses.**

### Developing and Building Teams

**COURSE:** [Leading Teams: Building Trust and Commitment](#)

**VIDEO:** [Building a Great Team: Start with Cohesion and Trust](#)

**EBOOK:** [The Team-Building Tool Kit: Tips and Tactics for Effective Workplace Teams](#)





## Team Building Myths: Busted

Thanks to our guest writers for busting these team building myths.

### Team Building Myth #1: Team building is all the same. **BUSTED!**

Stereotyping can lead to lost opportunities in life, at work and for participating in team building activities. Team building activities are not all the same. I have never participated in a trust fall as a team building exercise nor would I subject someone else to this activity. However, team building exercises that are designed to employ problem-solving skills, increase communication, improve morale, tap into skill sets not employed as a part of regular routine, help staff breakout of a creative rut, or develop a healthy team dynamic that will benefit the participants, team, work area and organization with increased productivity, effectiveness and efficiency. A skilled facilitator can select or design an exercise that will meet the defined goals as well as achieve the undefined goals. Just as I would not wear a tuxedo to a pool party, I would not bring a five-minute ice-breaker team building exercise to a team that has trust issues and communication problems. Identifying the goals of the experience (e.g., defined and undefined, intrinsic and extrinsic) help ensure that the right kind of team building exercise(s) will be employed with the right facilitator, at the right place, at the right time in their development, and the right time of day.

**-Teri Combs, Office of Budget & Management**

### Team Building Myth #2: Team building is forced fun. **BUSTED!**

The very idea that a team building exercise can be considered “forced fun” flies in the face of its purpose. First of all, “forced fun” starts with the assumption that members of a team either a) are so miserable that they have no motivation to act on their own or b) consider a task “fun” as long as it’s not work-related. Team building exercises are not designed to put anyone through torment nor do they have to be a source of entertainment. In fact, some of the most effective team building exercises have nothing to do with having fun (although that may indeed be the outcome). Team building might involve brainstorming for a special project, determining the strategic vision for the upcoming year, or taking a course together. The goal is for the team to be working together to solve a common problem, and there’s nothing “forced” about that. In fact, those who consider such activities “forced” likely will not find any reason for “fun” in the work environment. We need to lose our cynicism about team building exercises as they often have a purpose that advances efficiency, even at the risk of being—dare I say it?—fun!

**-Robert Cooperman, Ohio Department of Commerce**

### Team Building Myth #3: Team building has no ROI. **BUSTED!**

Many believe that team building is essential to any successful organization. Team building activities help to identify how your team will work together in projects and work teams. The strengths of each team member come out during activities, which help a manager know when putting together a team, who may work best together and in what type of role. Leaders tend to reveal themselves during team building and, in my experience, team building helps tremendously with morale and building professional relationships. I strongly disagree that team building is pointless and as a manager who has experienced the benefits, it definitely has a return on investment!

**-Belinda Kerr, Ohio Department of Health**

*“To collaborative team members, completing one another is more important than competing with one another.” - John C. Maxwell*