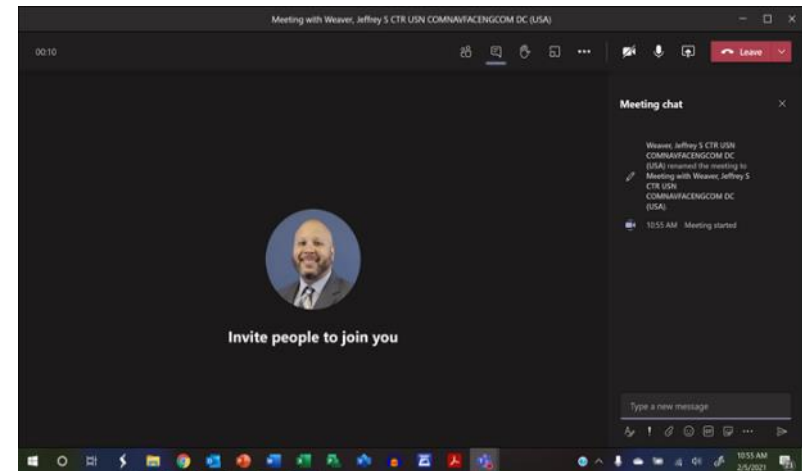
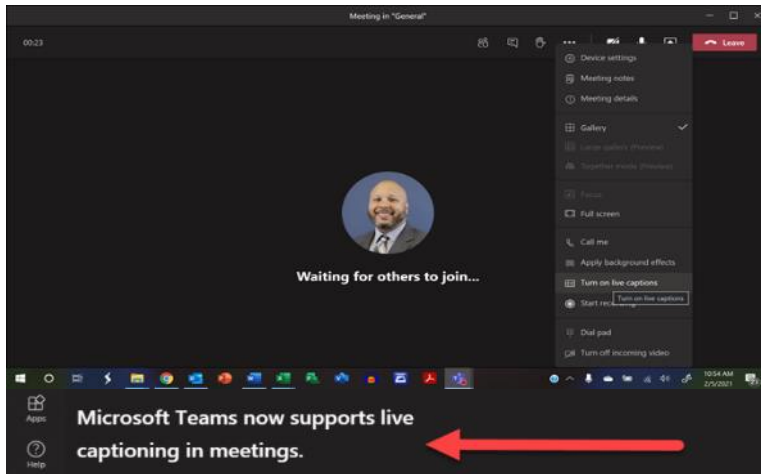
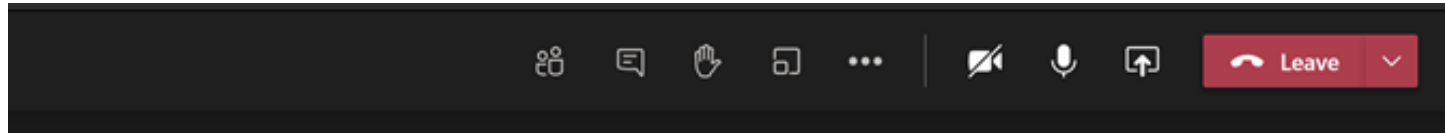


Developing Team Initiative

Webinar

Using MS Teams



Activity Icons



Workbook Activity



Chat Activity

Objectives



- Understand what initiative and team initiative mean
- Learn how to develop team initiative
- Discover 7 ways to encouraging team initiative



Agenda



- Introduction
- Define initiative and team initiative
- Discuss ways to develop team initiative
- Review 7 ways to encourage team initiative
- Closing/ Q&A

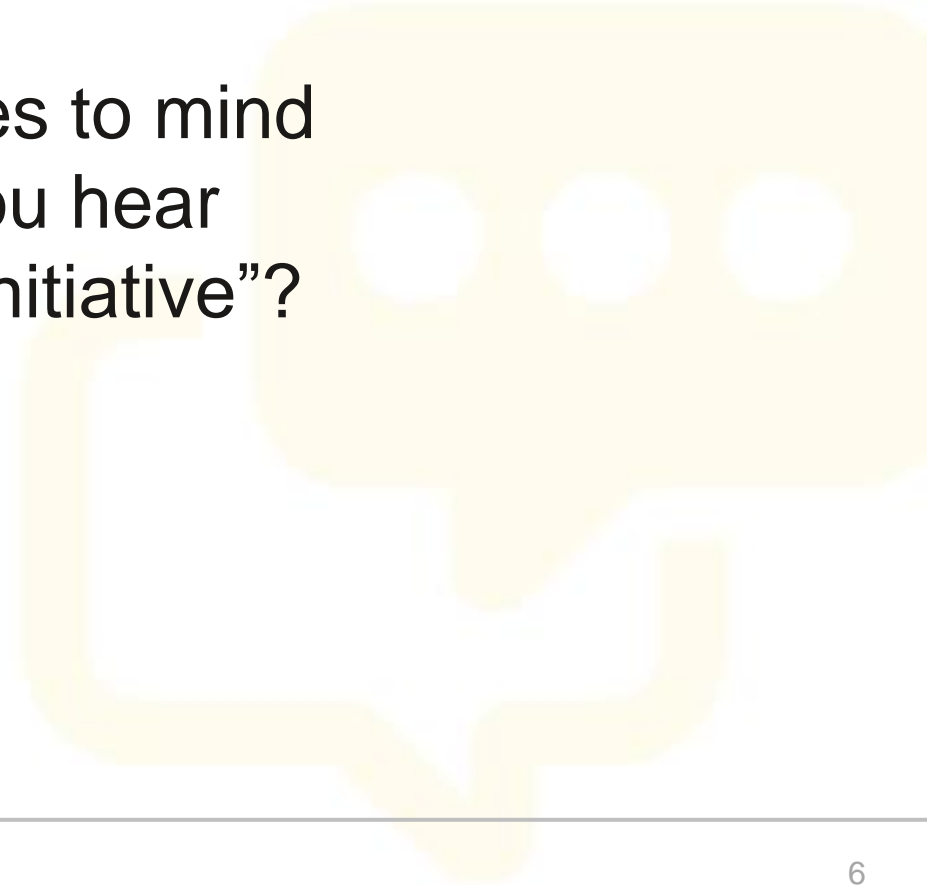




Chat Question



What comes to mind
when you hear
the term “initiative”?



What is Initiative?



- The ability to assess and initiate things independently
-Oxford Dictionary
- An introductory step; energy or aptitude displayed in initiation of action
-Webster's Dictionary
- Actively seeking and identifying opportunities to contribute to and achieve goals
-National Institute of Health

What is Team Initiative?



- Team initiative activities bring employees together to solve challenging problems that require cooperation and communication skills. – Chron





Workbook Exercise



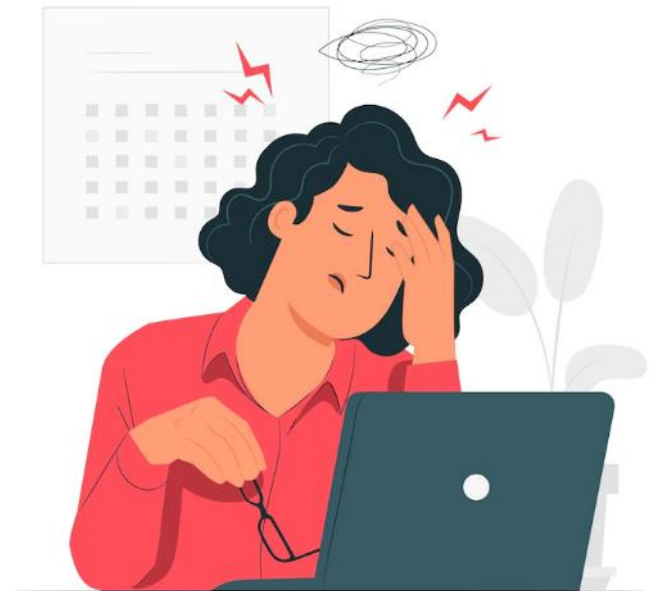
Have you had a manager or supervisor who excelled at encouraging team initiative?

- If so, describe how they did it.
- If not, in what ways did some of your managers fail to maximize team initiative?

Activate Team Initiative



“Being helpless and passive are peoples’ default reactions to troubles. People will naturally give up in the face of difficulties **unless** ignited by mastery, agency, and hope.” – Martin Seligman, *The Hope Circuit*.



7 Ways to Encourage Team Initiative





1. Lead by Example

- Engage in the behavior that you want to see
- Coach others to follow your example
- Cast NAVFAC's values:
 - Respecting everyone
 - Extending trust
 - Taking initiative
- Be aware of your body language
- Portray a good attitude



Scenario



- Brad (Team Lead)
- Normally in his office
- When problems occur, Brad talks to the Project Manager (PM) to get back on track
- In team meetings, Brad presents items to the team and describes how he would like to see them implemented



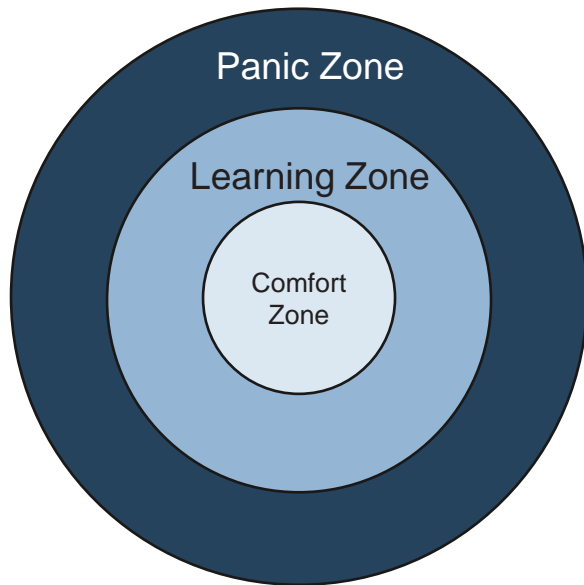
Chat Question



What example is Brad setting related to initiative?

What, if anything, might he do better to encourage team initiative?

2. Assign Difficult Tasks (Delegate)



- Build capabilities and push creativity
- Assign difficult projects to employees to get them out of their comfort zone
- Check in with them when you do this
- Provide the team with the opportunity to try something new



3. Show Impact

- Demonstrate the impact that individuals and their teams are having on:
 - NAVFAC
 - Navy
 - Nation
- Connect your team's work to the NAVFAC/Navy mission
- Connecting work to purpose helps to drive engagement



The Three Bricklayers



What are you doing?

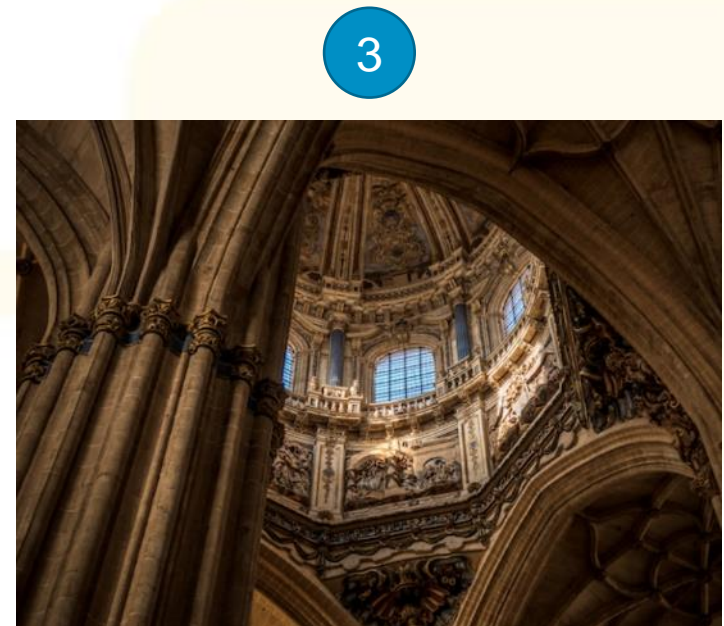
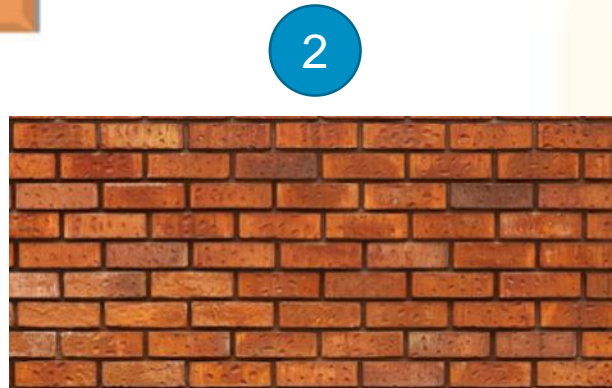
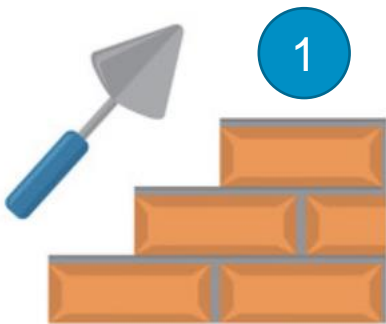
- “I’m a bricklayer. I’m working hard laying bricks to feed my family.”
- “I’m a builder. I’m building a wall.”
- “I’m a cathedral builder. I’m building a great cathedral that will serve the people of this city for centuries to come.”



Chat Question



Which bricklayer do you think will show the most initiative? Why?



4. Tell It Like It Is



- Share the hard problems and get others' perspectives on how to solve them
- The more people know, the more likely they are to engage and add value
- Demonstrate strong ethics and values - tell the truth



5. Focus on Lessons Learned



- Eliminate fear of mistakes
- Learn from mistakes
- Ensure that the same mistake does not happen twice
- Be confident in what you learned



Scenario



- Selma (Supervisor)
- High-visibility port refurbishing project
- Project suffered pandemic-related delays
- Found another source of materials but has issues
- 30% tariff making the product untenable
- Now they are behind schedule

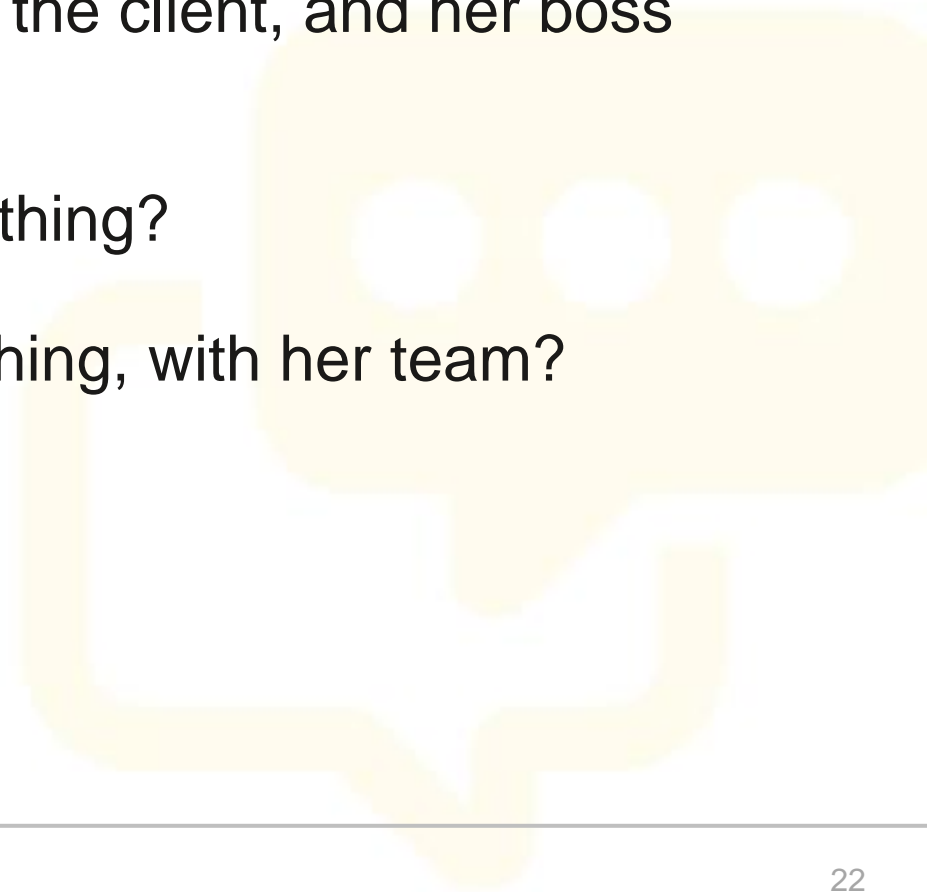


Chat Question



Selma gets an angry call from the client, and her boss wants to meet urgently.

- What should she say, if anything?
- What should she do, if anything, with her team?



6. Take Time to Learn



- Make professional development a priority on your team
- Give your employees time to engage in learning
- Utilize the resources available on the CCRC, including leveraging the ECA and IDP
- Add discussion of a competency to a monthly team meeting

7. Appreciate Those Who Show Initiative



- Reward the behavior you want to see; this can be through public recognition or other non-monetary, but meaningful ways
- Every team has its own culture, so create something in yours that will reinforce this behavior



Bringing It All Together



- People don't resist change, they resist *being* changed
- People crave novelty and adventure
- As a leader, you can either suppress initiative or encourage it
- Encourage initiative by rewarding thoughtful risk-taking and by showing appreciation



Final Reflection



1. What are a few things from today's session that you want to utilize when developing team initiative?
2. What actions can you take now to improve your ability to develop team initiative?





ECA POLL



Did you attend this webinar today because it addressed a gap that was identified in your Employee Competency Assessment (ECA)?

Course Credit



You will receive credit for participating in this course. Email the address below. Make sure to include all the following information:

Component	Include in Email
Address	W_NAVFAC_PRTN_NITC_NFI_ADMINS_US@navy.mil
Email Subject Line	Self-Certification- Developing Team Initiative
Course Name	Developing Team Initiative
Course Completion Code	9KcoCH



Thank you!

For questions, email:

NAVFACHQTotalForceDevelopment@us.navy.mil

We are committed to supporting your development needs.