

## Turning a Department into a High Performing Team

This session is designed to provide Chairs/Deans with strategies to turn a department into an effective team that builds trust, cooperation, and communications skills so every voice is heard. Too often faculty are thrown together in departments or on committees where we expect them to cooperate, openly discuss ideas and work as a group to complete assignments without providing the necessary steps to become a viable unit or team. Chairs often assume that just because faculty are in the same department or college that they know each other. NOT TRUE!! In large schools, colleges, departments combined with busy schedules, faculty rarely know each other. Therefore, the first step is getting acquainted and diligently taking the time to build relationships during meetings. We need to build connections that empower faculty to build trust among colleagues and relationships that create success and won't let one fail. This process requires communication skills to help individuals to be accountable to achieving the team's (departments) goals. This session will provide Chairs/Deans the skills and research base for using a team approach to build social capital and create a high performing departmental team.

**Why social capital?** In our reading about building community a term that is often used is "social capital". Social capital refers to connections among individuals/social networks and the norms of reciprocity and trustworthiness that arise from them. Just as a hammer gives you physical capital and a college education human capital, building relationships gives you social capital to help you be more productive and in our field of education that means to develop dispositions for successful professional results. Experiential learning activities will be used to demonstrate the key components of high performing teams, how to create teams, and the pedagogical strategies to successfully implement teams. Our goal today is to provide a context for Chairs/Deans to build a sense of community within their departments that allows every voice to be heard in an equitable manner, create a high functioning department that better serves the students and the university.