



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Leveraging Community Activities for Team Building Tips (based on notes from an Entrepreneurs Foundation Roundtable)

Benefits of Tying CI to Team Building

- Increased comfort with Execs
- Synergy
- More interaction between team members
- Morale booster
- Opportunity to recognize team efforts
- Creates “safe” activities
- See new strengths and talents in team members
- Team has increased buy-in for team building because it is also community benefit
- Planning together
- Common experience/shared language
- Increased trust between team members
- Win-win for both company and community

What makes CI a team building activity?

- Getting the right people—“intentional group”
- Planning—match activity to desired outcomes
- Relate to the good of the company, e.g. get “newbie’s” immersed in company culture
- Involve people in the decision making process
- Focus on specific issues, e.g. team communication process

Examples:

- Simulations, scripted situations requiring role playing, decision-making, etc.
- Visual reminders, such as Meyers-Briggs types on badges
- Car washes—teams self-select
- Food sort
- Junior Achievement (with team debrief afterwards)
- Scavenger Hunt (with a fundraising element)
- Family Giving Tree “Elf Challenge”
 - Saw execs working together
 - Saw relationships build
 - Received positive feedback from execs.
- Light the Night (Seagate)
 - Seagate vs. Yahoo vs. SVB
 - Corporate morale/spirit

- Seagate won—losers served employees lunch
- Adopt a Park (Altera)
 - Purposeful team creation
 - New & old employees
 - Met CEO
 - Broke down barriers of corporate levels
- Bike build

Examples of team building that don't have a CI element:

- Meyers-Brigg
- Obstacle course
- Ropes course

Challenges

- Time
- Activities of various lengths
- “Tools” to know how to respond/achieve goals
- Coordinating between different departments can be difficult:
 - HR:
 - Tie to real needs
 - Ask about problems, issues
 - Management/Executive support:
 - Share victories
 - Employees need to see execs being out in the community
 - Identify what the execs are interested in and try to integrate into activity
 - Make sure to ask them!
- You can feel it [team building happening], but not tangible results
- Can get “opposite results,” i.e. competition vs. collaboration; results vs. building team
- Social vs. team building activities can be different
- Competition can be team building, but it can also have an undesired effect
- Team building is often not fun at nonprofits—not interactive
- Scheduling
- Need portfolio of CI activities to meet all needs:
 - Ongoing activities
 - One-off activities
- Measuring impact
- Perception of activity—how does this look to others
- Multiple levels of interest
- Working with nonprofit to maximize team building benefits

Tips to Successfully Integrating Community Involvement (CI) and Team Building

- Create multiple layers to the activity—multiple ways to engage
- Have a menu of activities all year long

- Have a transparent purpose--communicate clear expectations
- Set stage with diversity understanding—different personal styles, motivations, points of view, etc.
- Fun is important
- Team building can happen in the planning of an activity by planning something together—common experience to draw on.
- CR/HR team should work together on this
- Leverage managers as multipliers in organization
- Executive support is important—employees see them as role models:
 - Ask them to participate
 - Find out what interests them
- Create structure/guidelines for activity
- See an effort all the way through, from planning to end result
- Debrief after event
- Follow-up after activity—post evaluation, weeks or months later
- Relate to the business—tie to workplace
- Learn from other company teams
- Market the event
- Celebrate
 - Recognize positive results
 - Promote stories on website, etc.
- Set up team building experience to raise awareness of how behaviors impact results
- Identify win for both the company and the community
- Learn from each activity to determine steps for next time
- Create “safe” activities, both emotionally and physically
- Don’t forget that not all community involvement activities have to include team building, community benefit can be the end in itself



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List of Opportunities & Resources for Getting Involved

1. EFNT Plug 'N Plays – take advantage of them!
2. EFNT Supply Drives – Refer to Calendar of Events
3. Dallas Charity Walks – GuideLive Listings www.listings.guidelive.com
4. Dallas Charity Connection – www.dallascharityconnection.com
5. North Texas Giving Day organized by Communities Foundation (held in September 2013)
6. List of Local and International Agencies to connect to:

Agency	Description
Volunteerism	
Hands On North Texas www.handsonnorthtexas.org	North Texas <ul style="list-style-type: none"> • Provides an extensive list of available service projects in the North Texas area which can be accessed after registering
Donor Bridge www.donorbridgetx.org	Statewide <ul style="list-style-type: none"> • Search by keyword for non-profit organizations and programs in the state
Volunteer Match www.volunteermatch.org	National <ul style="list-style-type: none"> • Volunteer Match is a search engine for individual volunteer opportunities. Also have an email newsletter.
TapRoot Foundation www.taprootfoundation.org	National <ul style="list-style-type: none"> • Skilled-based volunteering in a professional consulting capacity to nonprofits in the areas of marketing, human resources, IT, and strategic planning.
Points of Light Institute www.pointsoflight.org	National <ul style="list-style-type: none"> • Umbrella organization for HandsOn Network, Volunteer Centers, and Mission Fish. • Provides sector thought leadership, and public policy development. Also supports entrepreneurial ventures through partnership, collaboration, and incubation that advance a variety of forms of civic engagement.
International Engagement	
SevaYatra www.sevayatra.com	An EFNT Member Company that offers Custom Service Programs for India based operations of US companies and also Voluntourism Trips to India
Volunteering Abroad www.volunteerabroad.com	International Volunteer Search engine (affiliated with Network for Good)
Volunteering England	Information on volunteering in England

www.volunteering.org.uk	
Do-it.org-uk www.do-it.org.uk	Volunteer opportunities in the United Kingdom
UniversalGiving www.universalgiving.org	Global Resource that connects volunteers and donors with effective, international Non-governmental Organizations (NGOs).
Cross Cultural Solutions www.crossculturalsolutions.org	Choose from nearly 200 start dates with lengths of stays from 1-12 weeks in 10 different countries. International 501C3 with no religious affiliation.
Non-profit Board Resources and Connections:	
BoardnetUSA www.boardnetusa.org	National <ul style="list-style-type: none"> • Matching service for individuals interested in joining non-profit Boards.
Volunteer Center of San Francisco & San Mateo Counties www.thevolunteercenter.net	San Mateo & San Francisco Counties <ul style="list-style-type: none"> • Offers board matching and training for perspective board members.
Philanthropy/Giving Portals:	
Communities Foundation www.cftexas.org	
Network for Good www.networkforgood.org	National <ul style="list-style-type: none"> • Dedicated to using the Web to help people get more involved in their communities - from volunteering and donating money, to getting involved with issues they care about.
DonorsChoose www.donorschoose.org	National <ul style="list-style-type: none"> • Connecting teachers to donors. Donors can connect with teachers and fund unique projects in education.
GlobalGiving www.globalgiving.com	Global <ul style="list-style-type: none"> • Enables individuals and companies to find and support high-impact, grassroots social and economic development projects around the world
Voting/Civic Engagement	
GetOutTheVote.org	National <ul style="list-style-type: none"> • A voter empowerment and information source
SmartVoter.org	Statewide & Local <ul style="list-style-type: none"> ▪ Hosted by the League of Women Voters, SmartVoter is a portal with nonpartisan election information

This is not meant to be a comprehensive list, just a good list to get you started!
You can always reach us at sdesai@efnt.org for more information.