

Motivation and Team Building: The RSO Struggle

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Advisor Development Series

Fall, 2014



UNIVERSITY OF
ARKANSAS

STUDENT AFFAIRS

*Student
Activities*

CONNECT. LEAD. SUCCEED.

About Your Facilitator

- From El Paso, Texas
- B.A. in Political Science from St. Edward's University and an M.Ed. in Educational Administration from UT-El Paso
- Currently working on Ed.D. in Educational Administration from Arkansas
- AD for Student Activities & ASG Advisor
 - 280 Students, 3 Branches, Freshman- Ph.D. Students, 3 Functional Areas, 4 Flagship Programs, a dozen events/programs, legislative drafting, communication/message development, leadership programming, networking, collaboration, meetings, meetings, meetings!

Give Me Your Experiences...

- Who are You and What Group do You Advise?

So, How Do You Motivate...

- As advisor, motivating and teambuilding is an opportunity to take an active and proactive role with your leadership team for the benefit of the entire organization.
- Often times, because leadership turns over often, YOU need to come in with a game plan and be the first to pose the question to your newly elected team: “how are you all going to keep the group motivated and working together?”
- This needs to be a high priority with goals and plans needing to be identified early in their term.

It needs to be consistent

- Your leadership may need a motivation pep-talk here and there... keeping them motivated allows for them to keep the rest of the group motivated.
- What does this look like:
 - Reminding them of their goals and objectives
 - Doing something fun
 - Show your appreciation... the small things count
 - Be Intentional about your motivation
 - Inspire with your words... remind them why they ran, what the mission of the organization is, etc.
 - Finally, tie in the transferrable skills they're going to take away and learning from.

There is no “I” in team

- In order to build a strong team, every member of the team has to feel like the advisor not only acknowledges their presence, but, has a strong rapport/bond.
 - Do you know names of members?
 - Are you approachable?
 - Do you converse with them during and outside of meetings, events, etc.?
 - Do you demonstrate team-efforts as the advisor?
- The group has to see that the advisor values their participation and also is present at meetings, events, etc.
- Members have to know that they’re being held accountable... not just by the president, but by the advisor.

There is no “I” in team

The ASG Culture

cul ture

noun \ˈkəl-čər\ : the beliefs, customs, arts, etc., of a particular society, group, place, or time

: a particular society that has its own beliefs, ways of life, etc.

: a way of thinking, behaving, or working that exists in a place or organization

The Ten Guidelines for the '14-'15 Year

1. Commitment.
2. Lead by Example.
3. Engage with ALL ASG.
4. Students First.
5. Efficiency.
6. Be Intentional.
7. Time.
8. Learn What You Need to Learn to Do Your Job Well.
9. Be Positive.
10. Participate. Serve. Grow.



2014-2015 ASG Leadership Team Goals

1. Inclusion.
2. Be Approachable.
3. Foster Growth in Others to Leave Behind a Legacy.
4. Zero Unallocated Funds.
5. Set and Follow Timelines and Deadlines.
6. Run Elections Efficiently.
7. Recognize Members
8. Be More Visible to Non-ASG Agents
9. Host ASG Potlucks.
10. Be Both Transparent and Accountable.

Something Practical You Can Use.

Something Practical To Help

- *The Five Dysfunctions of a Team* by Patrick Lencioni



Dysfunction #1: Absence of Trust

Members of great teams trust one another on a fundamental, emotional level, and they are comfortable being vulnerable with each other about their weaknesses, mistakes, fears, and behaviors. They get to a point where they can be completely open with one another, without filters. This is essential because...

Lencioni, Patrick. The Five Dysfunctions of a Team. San Francisco: Jossey-Bass, 2005. Print.

Dysfunction #2: Fear of Conflict

Teams that trust one another are not afraid to engage in passionate dialogue around issues and decisions that are key to the organization's success. They do not hesitate to disagree with, challenge, and question one another, all in the spirit of finding the best answers, discovering the truth, and making great decisions. This is essential because...

Lencioni, Patrick. The Five Dysfunctions of a Team. San Francisco: Jossey-Bass, 2005. Print.

Dysfunction #3: Lack of Commitment

Teams that engage in un-filtered conflict are able to achieve genuine buy in around important decisions, even when various members of the team initially disagree. That's because they ensure that all opinions and ideas are put on the table and considered, giving confidence to team members that no stone has been left unturned. This is critical because...

Lencioni, Patrick. The Five Dysfunctions of a Team. San Francisco: Jossey-Bass, 2005. Print.

Dysfunction #4: Avoidance of Accountability

Teams that commit to decisions and standards of performance do not hesitate to hold one another accountable for adhering to those decisions and standards. What is more they don't rely on the team leader as the primary source of accountability, they go directly to their peers. This matters because...

Lencioni, Patrick. The Five Dysfunctions of a Team. San Francisco: Jossey-Bass, 2005. Print.

Dysfunction #5: In attention to Results

Teams trust one another, engage in conflict, commit to decisions, and hold one another accountable are very likely to set aside their individual needs and agendas and focus almost exclusively on what is best for the team. They do not give in to the temptation to place their departments, career aspirations, or ego-driven status ahead of the collective results that define a team's success.

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Questions?

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