



THE UNIVERSITY OF  
**WESTERN  
AUSTRALIA**

# Building Resilient Teams

University Managers Group (UMG)

Thursday 16 July, 2015

## Leader Workbook

### Human Resources

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## **Resilient Teams**

Think of a time when you were part of a resilient team. What did this team do and what were the benefits of resilience?

## Employee Engagement

### CREATE MEANING

#### *Autonomy audit*

You	Team Member
Describe the autonomy you have over your tasks at work - your main responsibilities and what you do in a given day?	
Describe the autonomy you have over your time at work - for instance, when you arrive, when you leave, and how you allocate your hours each day?	

Describe the autonomy you have over your team at work - that is, to what extent are you able to choose the people with whom you typically collaborate?

Describe the autonomy you have over your technique at work - how you actually perform the main responsibilities of your job?

## **Employee Engagement**

### VALUE TO THE ORGANISATION

*Think of a team member and how their contribution is adding value to the organisation.*

What is their contribution?

How is it adding value to the organisation?

How can you communicate this contribution and value to the organisation to your team member?

When can you do this and how frequently will you communicate this?

## **Gratitude and finding perspective**

### *Discovery questions:*

1. What do you value the most about your team?
2. Think of a time when your team was working at its best. What did it do? What were its strengths?
3. What is the single most important thing your team has contributed to UWA?
4. What do you enjoy most about leading this team?

## **Gratitude and finding perspective**

*Strategies:*

1. What strategies do you have in place that express gratitude?

## **Build relationships and cohesiveness in your team**

1. Can you think of a time when there was an extraordinary display of cooperation between diverse individuals or groups at UWA?
2. What made such cooperation possible (e.g. planning methods, communication systems or processes, leadership qualities, incentives for cooperation, skills, team development techniques)?
3. How could these learnings be applied to your team?



