

UNCAP Master Training Team



**United
Nations**



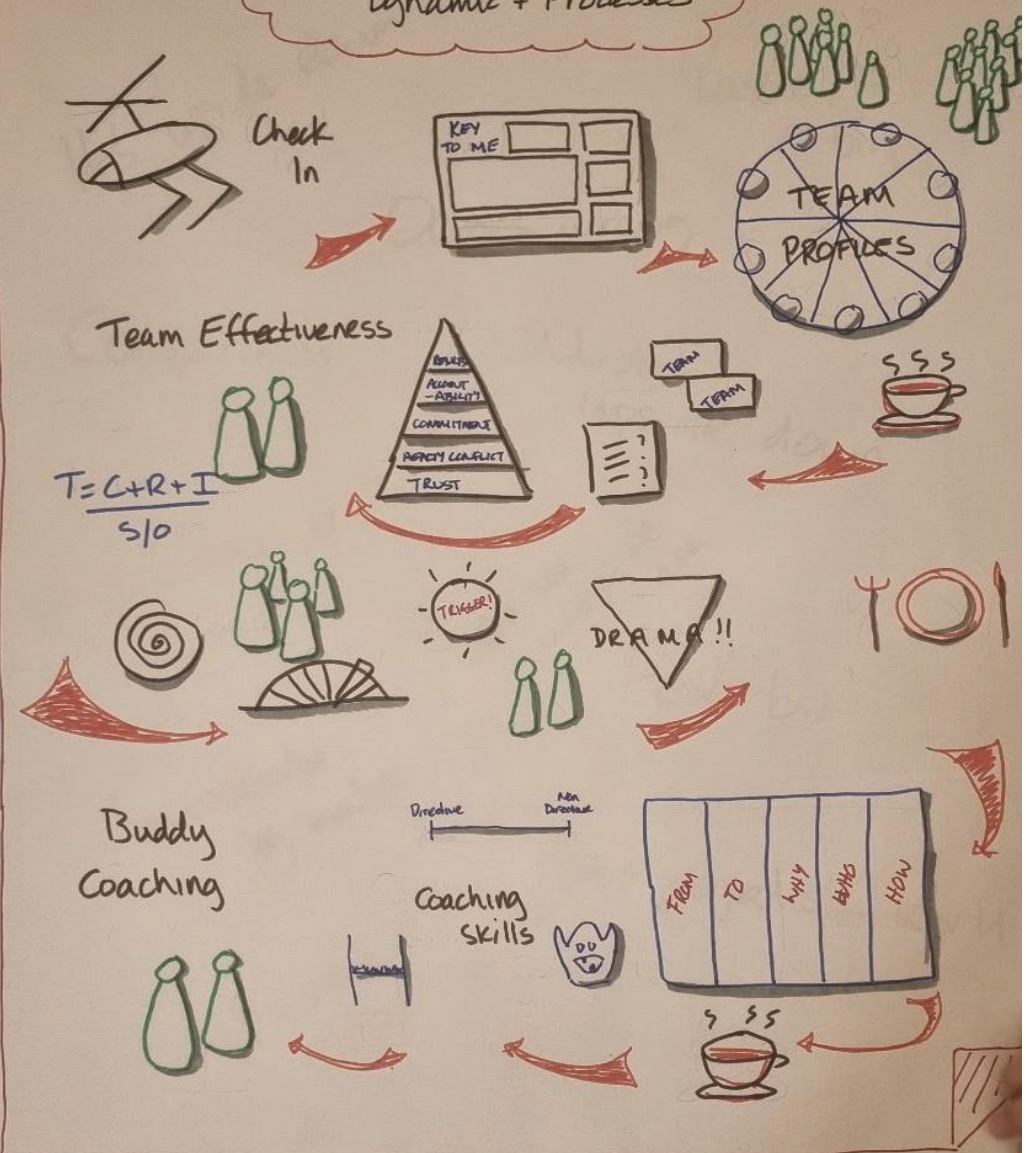
UNITED NATIONS
CAISR ACADEMY FOR
PEACE OPERATIONS

Team Development Programme

DAY 2 - 22nd Aug 24



Day 2
Developing our Team
Dynamic + Processes



Check In



Feel?

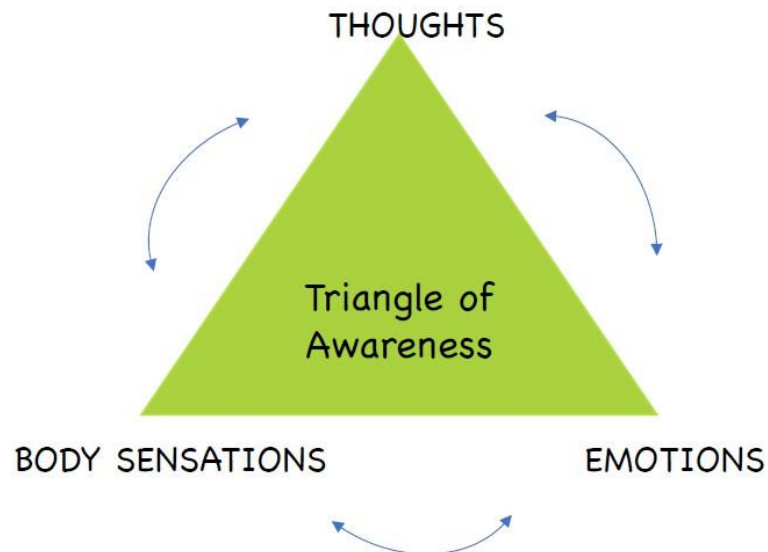


Distraction?



Need or
want?

Mindfulness



Mindfulness Script – 3-minute Pause Practice

Welcome to this 3-minute pause practice which can be done wherever and whenever you like.

So, we begin by simply pausing – maybe imagine that you are pressing a **pause button** – stepping out of your busy life for a minute. Taking a seat or simply standing still. Closing your eyes if that feels comfortable or simply gazing at a spot in front of you.

Allowing yourself to be simply here right now. Tuning into the body; feeling the body sitting here or standing here. So; what's happening in the body right now? Perhaps doing a quick scan through the body to pick up any physical sensations – they might be pleasant or unpleasant – just noticing.

And what thoughts are going through your mind right now? What is the mind doing? Is it planning, thinking, worrying? Perhaps giving the thought names and seeing them arising in the mind and letting them go.

And are there any emotions present. Maybe the emotions can be felt in the body somewhere?

And now I invite you to bring your attention to the sensations of breathing. Wherever this is most vivid for you in this minute. It could be in your belly maybe, chest, in the back of the throat or maybe your nostrils. Just sitting or standing, noticing the sensations of breathing for a few moments.

Following the natural breath as it enters the body and leaves the body

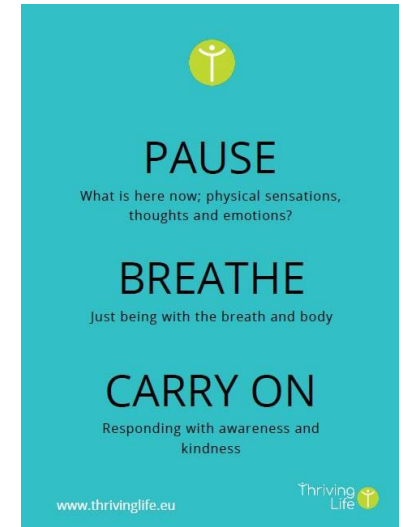
And don't worry if your mind wanders off somewhere. Simply notice where it went and then bringing you attention back to the breathing

And now expanding the awareness and feeling the breath in the whole body. Getting a sense of the whole body sitting or standing breathing in this moment.

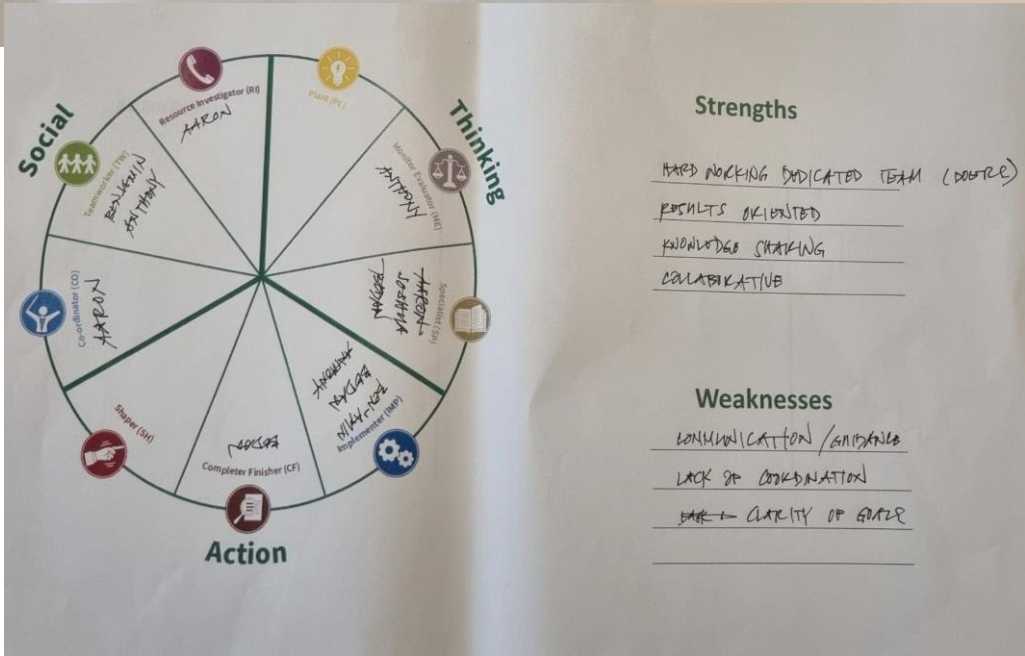
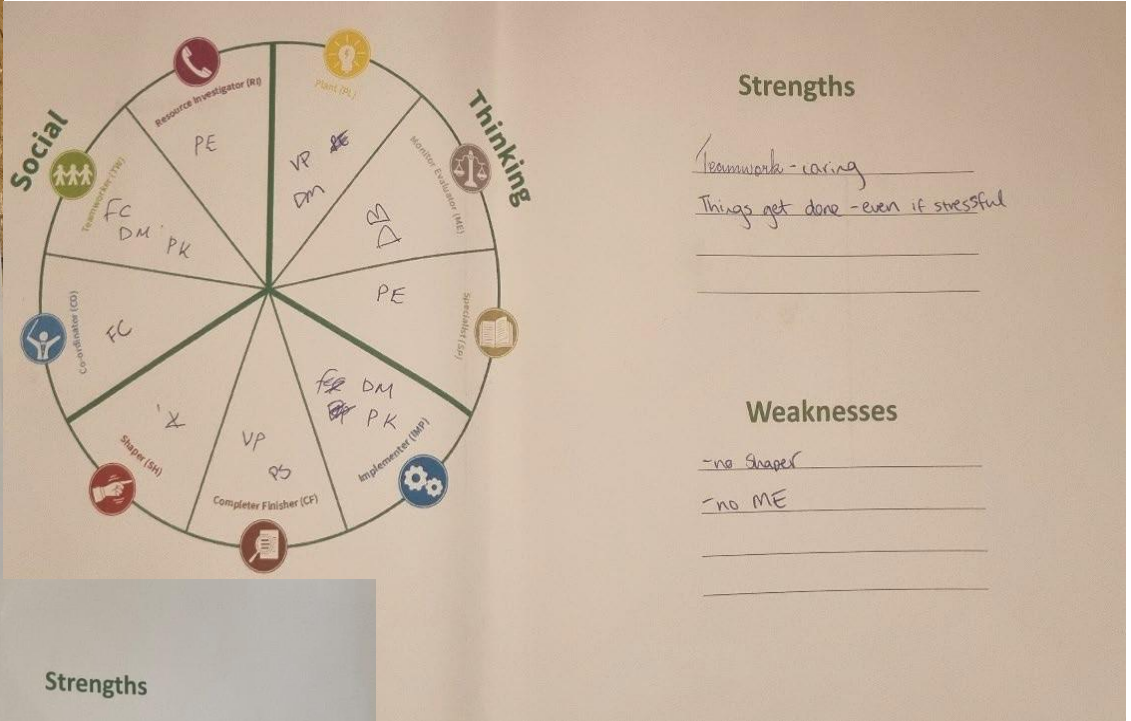
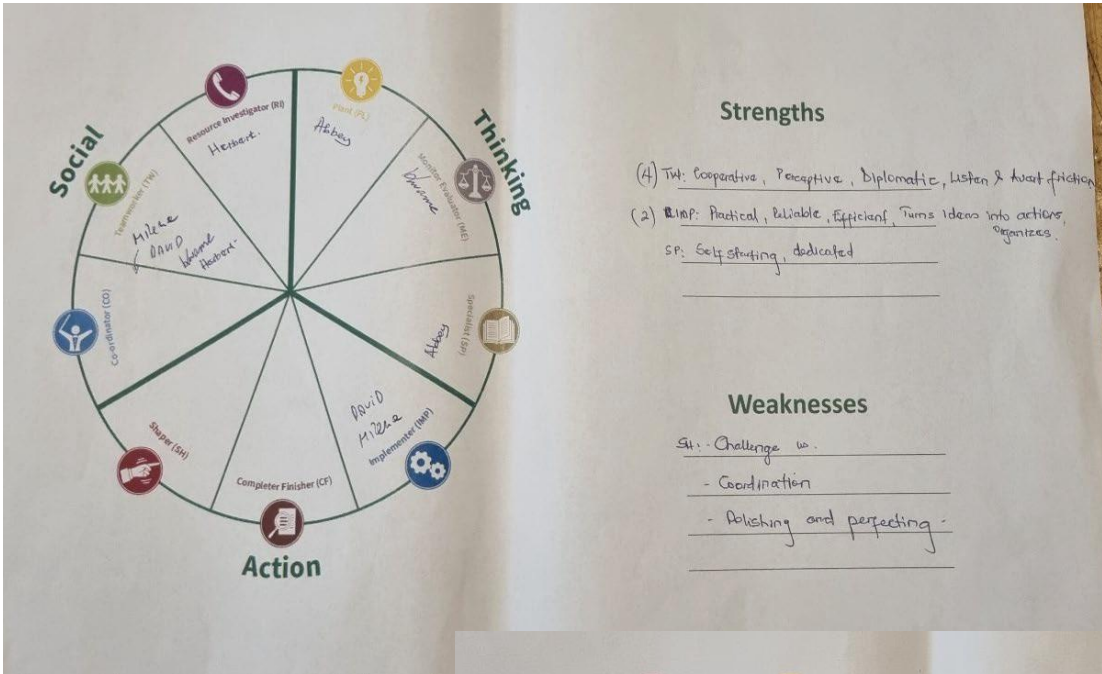
And then maybe asking yourself, how do I want to continue this day? Responding to the challenges of the moment with a wider field of awareness. Maybe also asking yourself, what can I do to be kind to myself?

And as this practice is coming to an end, slowing starting to bring movement into the body again.

Opening your eyes and carrying on with the day. Remembering that you always choose to return and do another pause practice during the day. By doing regular pause practices you are destressing your body and training to mind to be more present, aware and focused. This gives you a wider perspective on life and you will be able to respond in a better way to life's challenges.



Our BELBIN team results



What is 'Collective Brilliance'?

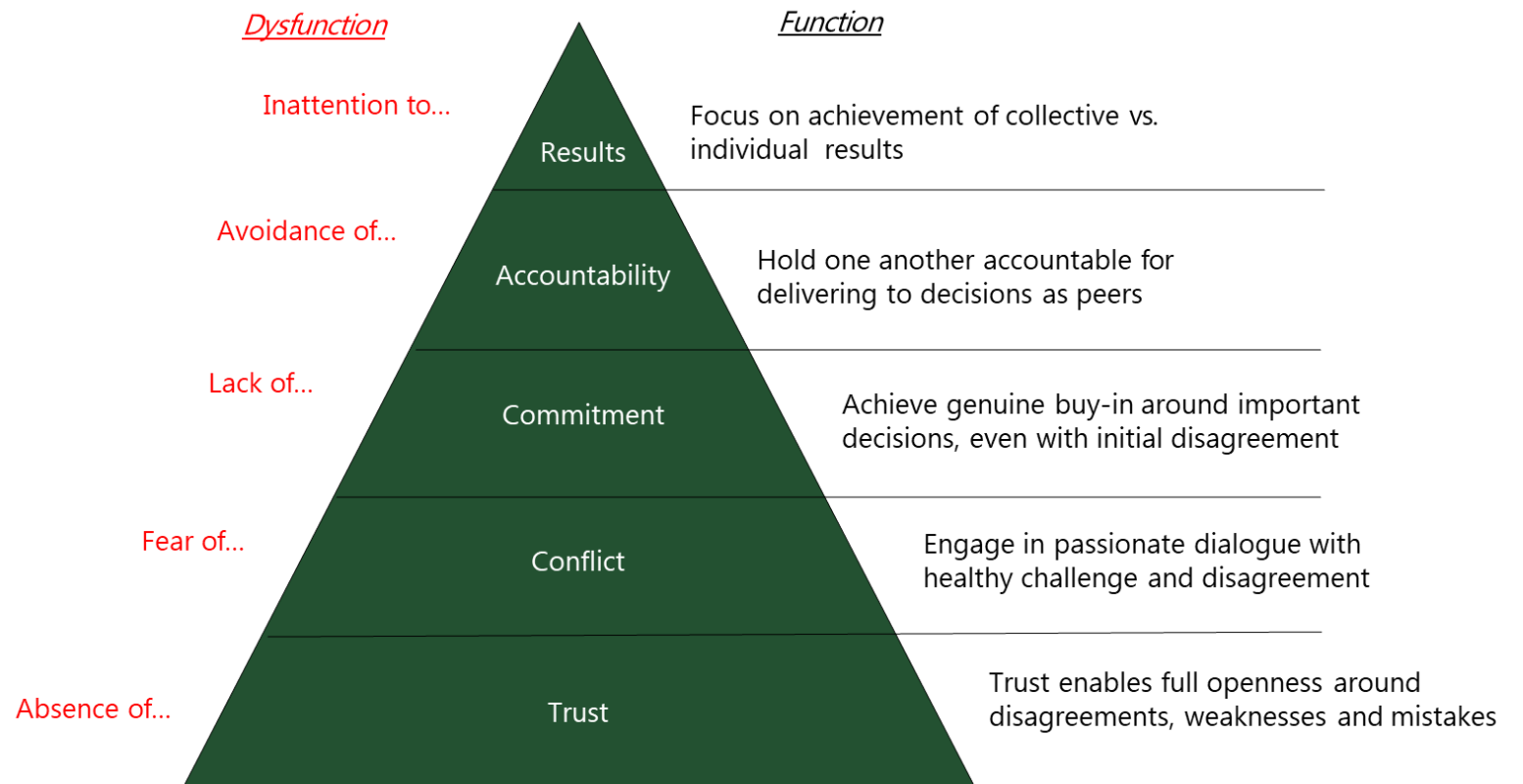
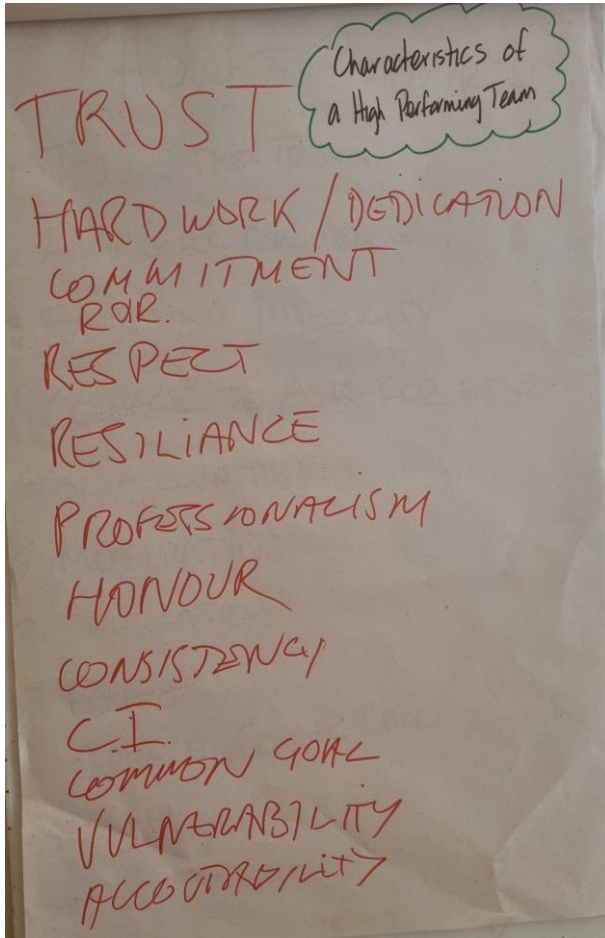
'A team is greater than the sum of its parts'

'Securing the best for all'

Creating the environment for success



What are the Characteristics of a High Performing Team?



Patrick Lencioni's 5 dysfunctions of a team

Trust?

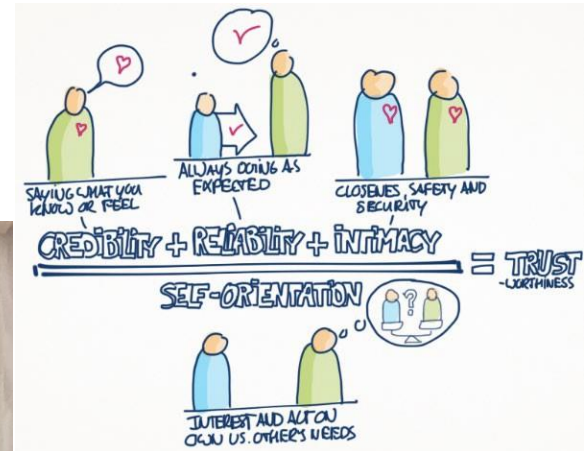
What is trust?

Openness Vulnerability
Knowing
Belief in the person - honesty
Mutual respect Confidentiality
Best interests at heart
Dependability
Walking the walk
Courage

$$T = \frac{C + R + I}{S/O}$$

HOW TO BUILD TRUST

1. TELLING THE TRUTH
2. ASKING FOR FORGIVENESS
3. EXHIBITING INTEGRITY
4. COURAGE TO ASK FOR HELP
5. BE ACCOUNTABLE
6. MOTIVATION
7. DELEGATION
8. RESPECT
9. CREATE SOCIAL OPPORTUNITIES
10. HUMILITY
11. SELF AWARENESS



Lencioni deepening trust exercise

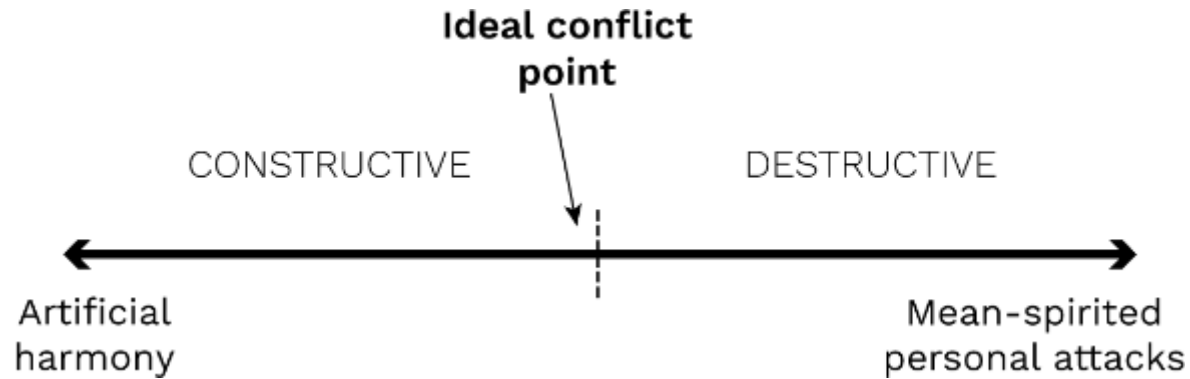
Breakout pairs with your buddy for 10 minutes to share a topic of your choice:

- An internal belief you hold that's holding you back
- A moment in your life that shaped the person you are

Practice your listening skills when your buddy is sharing their story:-



Creating healthy conflict

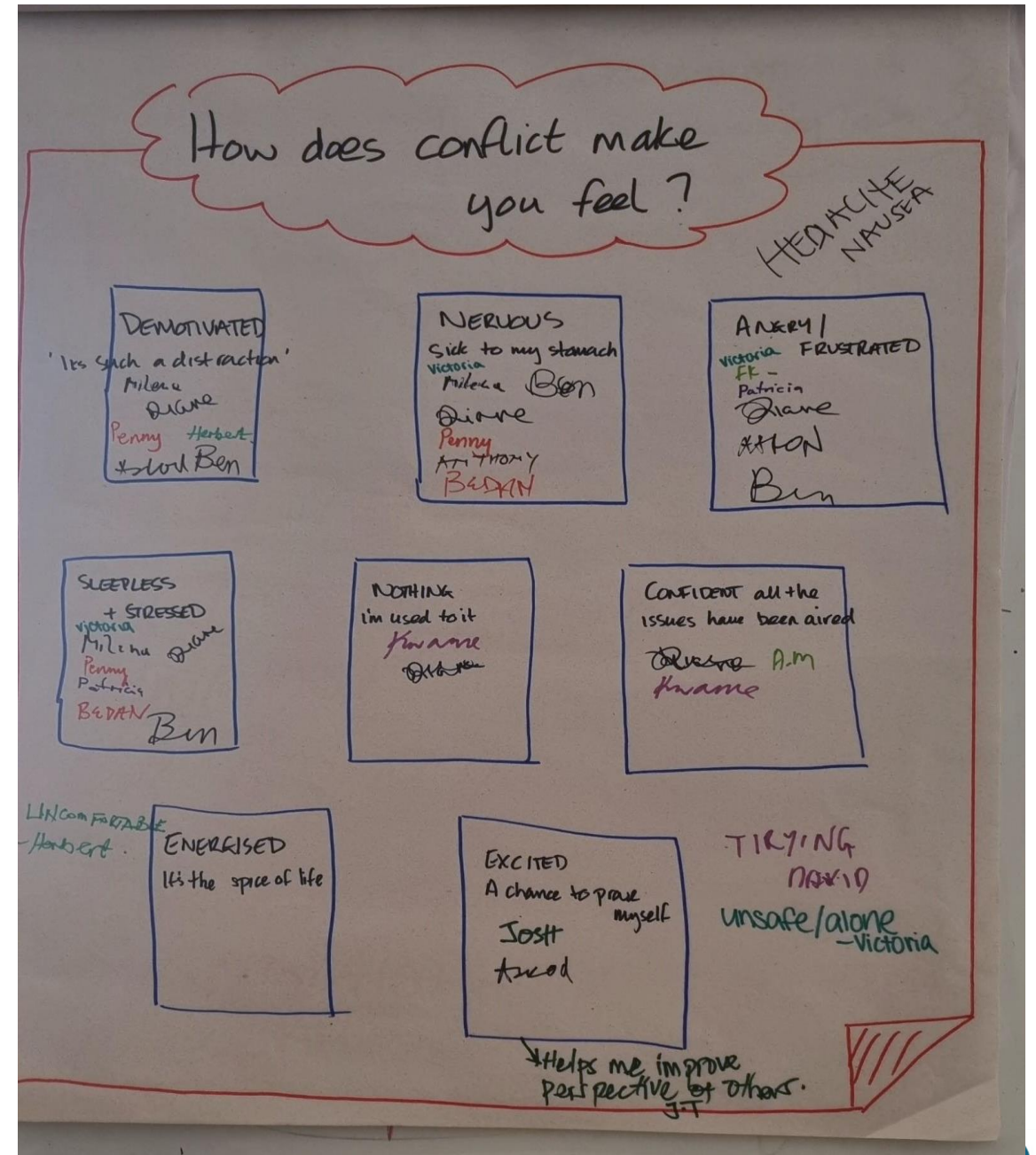


Inevitability of discomfort!

How to create HEALTHY conflict

1. NOT TAKING OURSELVES TOO SERIOUSLY
2. LEAD WITH LOVE
3. FIGHT THE PROBLEM NOT THE PERSON
4. CLARITY OF OBJECTIVE
5. ALLOW PEOPLE THE SPACE TO TALK
6. CHOOSE WORDS WISELY
7. ROTATION
8. KNOWING WHEN TO STEP AWAY
9. RESPOND VS REACT

How does conflict make you feel?



What are your triggers?

Write down your top triggers maybe a situation/ a meeting/ a person. Think 'what gets the worst out of you?'

The Top 5 amygdala (emotional) triggers

1. Condescension
2. Being treated unfairly
3. Being unappreciated
4. Feeling you are not being listened to
5. Being held to unrealistic deadlines



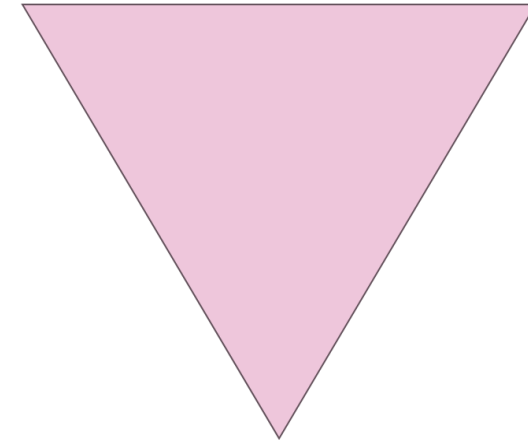
Take some time to share these with your buddy after the programme. This discussion may lead to a very helpful coaching conversation for you both

The Drama Triangle



Persecutor

Rescuer

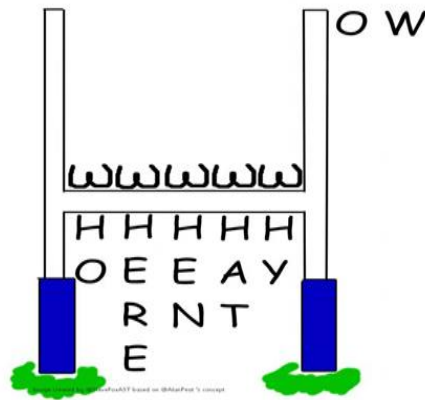
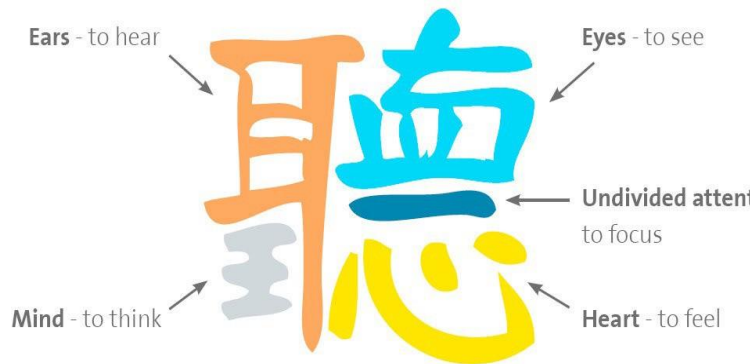


Victim

DIP development



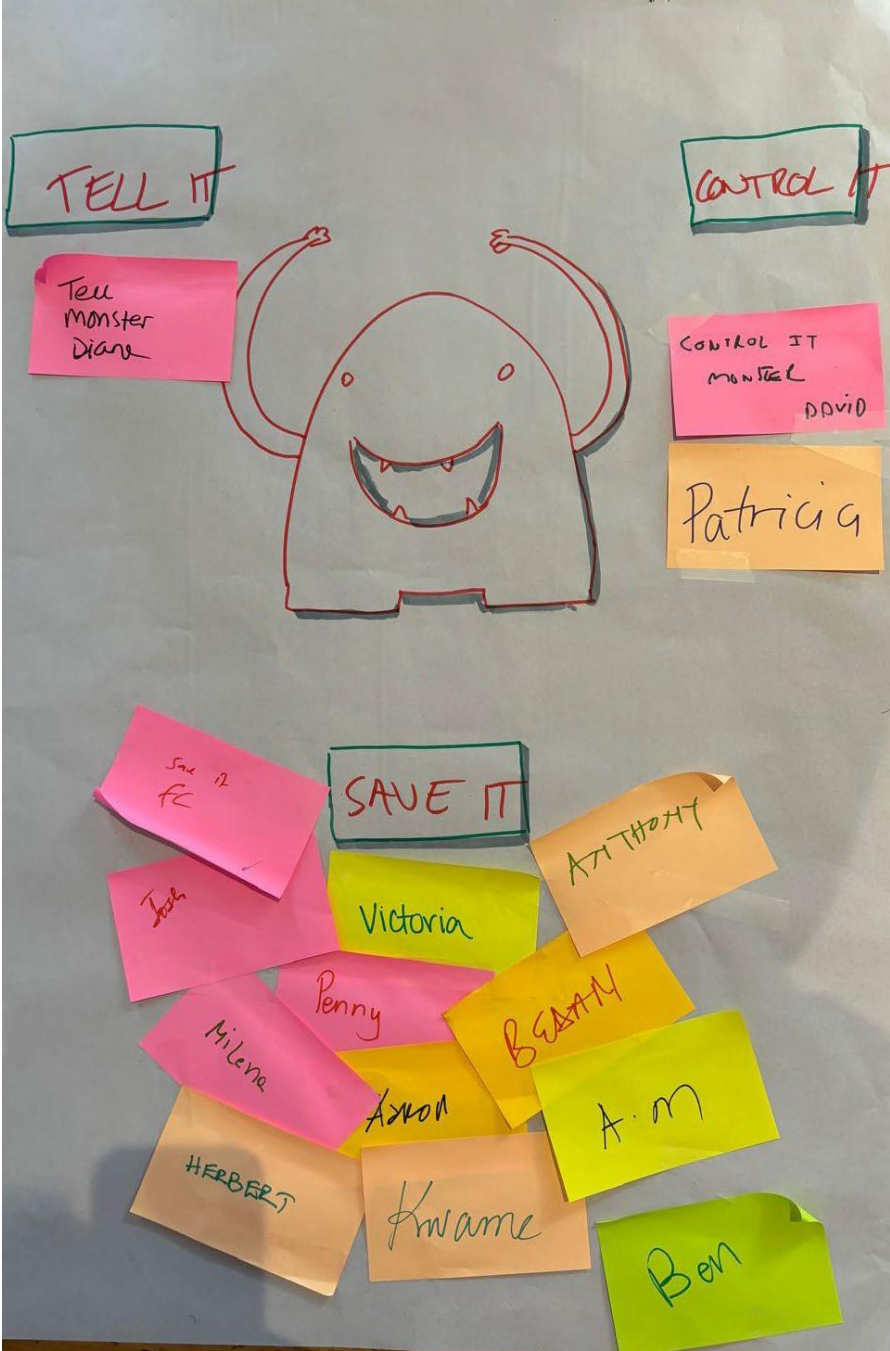
Coaching



Coaching Skills

- Asking open & 'powerful' questions
- Building rapport / relationship
- Active listening
- Reflecting back
- Giving supportive feedback
- Being curious / open minded – leaving your own assumptions at the door – what is the other person's 'map of the world'?
- Using your intuition
- Avoiding giving your ADVICE

Your Advice Monster



How well do
you know your
**ADVICE
MONSTER?**



'The Advice Trap', Michael Bungay Stanier

Buddy Coaching

