



HISTORY



# ICB Productions, Inc. ELLISON MODEL STRATEGIC MANAGEMENT PLANNING

Organizing a Winning Team  
Conflict Resolution Strategies





# A TEAM CONSISTS OF TWO PARTS THAT ACT AS A WHOLE

## LEADERS

- Total Involvement
- Planning
- Participation
- Contribution

## PARTICIPANTS

- Commitment
- Execution
- Participation
- Contribution



# ICB ELLISON MODEL

## STRATEGIC MANAGEMENT PLANNING

### THE TEAM PLAYERS

Dawn Hunt

Deryl Hunt, Jr.

Sarah Johnson

Kevin Jones

Michele Rice

Robin Ritchey

Samara Saunders

### OBJECTIVES

The Task

Vectors of Conflict

Dealing With Conflict The  
ICB Way

Teamwork Strategies

ICB Mentoring

# CONTENT:

*Establishing a Goal*  
To Develop NSU Workshop  
& Outline Future Conflict Resolution Projects

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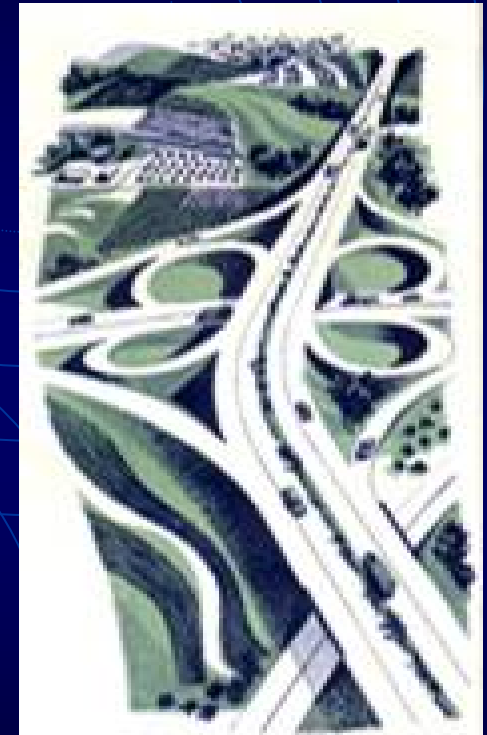
## PROCESS:

*Working Through Objectives*  
Brainstorming & Forming Sub-committees

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## PRODUCT:

- Workshop presentations on*
- ICB Conflict Resolution Strategies For Community Planning Tables
    - Planning ICB Justice
    - NSU Workshop



# USING ICB MENTORING AS PART OF *THE PROCESS*

## CHIEF MENTOR

- Communicate
- Organize the team; train, supervise productivity & activity.
- Explain the goal & its purpose.
- Measure success & improvement.



## TEAM MEMBERS

- Communicate
- Stay on task; commit to assigned responsibilities.
- Motivate, challenge & encourage each other.
- Report progress to the mentor and to the team.

# TEAMWORK STRATEGIES

## Leader's Perspective

- Stress team goals; emphasize common purpose.
- Let your people in on goals.
- Focus on cooperation.
- Emphasize the importance of each person's job to the group's success.
- Treat each person as a valued member of your team.





# DEFINING A GOAL ?

A Goal Is What Motivates a Person.

- **1<sup>st</sup> – Make a commitment**
- **2<sup>nd</sup> – Define the goal(s)**
- **3<sup>rd</sup> – Develop a plan on how to get there**
- **4<sup>th</sup> – Follow through**

## S.M.A.R.T.

- **S = Specific**
- **M = Measurable**
- **A = Agreed to**
- **R = Realistic (but challenging)**
- **T = Time specific**



# DEVELOPING A PLAN

Once the team has established a mutual goal, a plan must be developed.

- Assign tasks.
- Set time limits.
- Clarify & repeat goals often.
- Meet to discuss problems and achievements.



# Possible Vectors of Conflict Within a Team



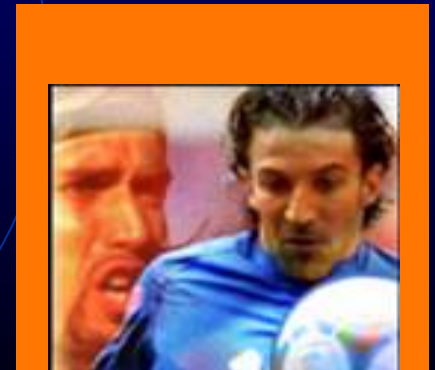
- Breakdown in communication.
  - ✓ Lack of focus or clarity of vision.
  - ✓ Individual focus to impress or to dominate.
- Different leadership styles and working habits.
  - ✓ Authoritarian vs. collaborative/participatory management styles.
  - ✓ Conflict styles: confrontational, collaborative, passive, compromise, avoidant

# Possible Vectors of Conflict Within a Team

- Power-over vs. power-with conflict:
  - ✓ Racial strife and division.
  - ✓ Issues surrounding gender roles.
- Discounting people's contributions
  - ✓ Promoting jealousy and intimidation.
- Imbalance created by slackers within the team.
- External factors impacting internal workings of the team.

# RESPONSIBILITY OF TEAM MEMBERS

- **Cultivate Patience**
  - To receive direction from the leader.
  - To work with varying interpersonal styles.
  - Be willing to listen to input from the “least” to the “greatest.”
- **Commit Yourself to Your task**
  - Understand the vision of the project.
  - Shared responsibility is key.
- **Success vs. Mediocrity**
  - Challenge yourself.
  - Encourage and motivate others.



# ELLISON MODEL

## Conflict Management & Resolution

We deal with conflict in  
The Loving, Sharing, Caring Way

**Demonstrate  
honor and  
respect.**

**Exercise  
humility.**

**It may take a little more  
time to complete a task,  
but demonstrate patience.**

**Consider the  
greater  
good.**

**Share knowledge  
& insight; avoid  
selfishness.**

**Find out what  
motivates & build  
on strengths.**

*Lead By  
Example*



# TEAMWORK CHECKPOINTS

- Be sure there is an agreement.
- Diagnose reasons for success in detail so everyone understands.
- Commend and highlight supportive work.
- Demonstrate and dramatize the effects of failed assignments.
- Seek recommendations from everyone.

# SUCCESS IS MEASURED IN INCLUSIVE COMMUNITY

CHALLENGE, MOTIVATION & COOPERATION

People working together as a team can accomplish far more than could the same number of individuals independently.

*Sharing, Caring & Loving Breeds Success...*