Team Building – Find your COMPASS!

Monday, February 12, 2018 | M4.6
Christina Monesar, Mallori Wojcik
Session Map

• Please silence your devices
• Notecards!
  – Please write down 3 take-away items
• We are interactive, please ask questions
• Please provide session feedback
Office of the University Registrar Values

• Commitment
• Communication
• Culture of Hospitality
• Honesty
• Humor
• Respect
What is COMPASS?

Campus-wide Modernization Program to Advance Student Services
What is COMPASS?

“This multi-year initiative will modernize and unify UF’s student information systems (SIS), producing a secure and sustainable “best-in-class” system. COMPASS also includes elements facilitating master data management, analytics and reporting, learning eco-system, student self-service (ONE.UF) and a Constituent Resource Management (CRM) system.”
Different and yet the same!

• Flexibility
• Diversity
• Think differently
• Hard workers
• Personality/Preferences
• Finish each others sentences... documents!
• Trust
Meyers-Briggs

INTJ

ENTJ

INFJ

I/ENTJ

ENFJ
Preparing to Leave

• Project team selected
  – 5 people
  – 10% of full-time staff
  – 60+ years experience

• The project team members trained other staff to take over job duties
  – People moved into offices and shared spaces
  – Up to a 9 month process
Transition to the Project

• Project team prepped for changes
• “Opportunities” to meet and socialize with new project team members across offices
  – They required participation in order to be successful
Team Building
Guiding Principles

• Well-defined purpose
• Shared project experience
• Shared space
• Shared Activities
Early Project Life

• Project Startup
  – Launch days
  – Project team retreat

• No home base
  – All-day-every-day meetings as a large group for interactive design and prototyping sessions
  – Off-campus, rotating meeting spaces, no desks
“Fishbowl” Space

- The project space - different for most of us!
  - No walls or doors
  - Open and extremely collaborative environment
  - Standing desks
  - One kitchen with one fridge and one microwave for 85+ people
**Space** – Open collaboration is forefront
Doors and walls exist when necessary
Space – Open collaboration is forefront
Doors and walls exist when necessary
Team Activities

• Hosted a Derby Party for the project team
• Our team does birthday recognition
• Hot water & tea
• Team Halloween costumes
• Decorating
Derby party – Before we even moved in!
Birthday tiaras
Halloween Costumes
What is your best/worst team building experience?
Team Strengthening

• Collaboration
• Constructive criticism
• The difference between seeing a problem and looking for one
• Communication
• LOTS and LOTS and LOTS of fun!
Puzzles - Practice problem solving
When in doubt: **FOOD or COFFEE**
Walks during lunch
The team that pranks together, stays together
The team that pranks together, stays together
Office-wide taste tests.

Shared experiences ... shared agony.
What team strengthening activities have you done?
Communication is Key!

• We’ve maintained **communication**
  – Frequent **sneak peeks**
  – Weekly newsletter (we send to home office, they send one to us)
  – Weekly status meetings
  – Email, Texts, GroupMe and Whiteboards

• Keeping everyone **informed** takes effort on all sides
Join us for a Sneak Peek on the Schedule of Courses! **Today**, May 18th at 2:00, and 3:00. Each session is 45 minutes. These are in Criser’s LVV Presentation Room (201A).

If you want to see what courses are offered in a term, if a section is EEP eligible, or if there is an online component to a class, join us! This is information for everyone, so we look forward to seeing you.
This week on the Death Star:
- Continued Infrastructure Construction...
  - Exhaust Port Maintenance
  - Death Star Schematics Download
  - Imperial Procedure Manual Maintenance
  - Turbolaser Gen 2 Design
  - Tractor Beam Installation
- Imperial Garrison Recruitment
- Imperial Academy Instruction
- Holonet Maintenance
- Imperial Garrison Field Exercises
- Grand Moff Performance Reviews

Next week in the Rebel Alliance:
- Diana will be taking her Millennium Falcon to a galaxy far, far away
- Force Vision Sneak Peek into the future with Campus Solutions
- May Celebration for those who became younglings this month

Remember, the Force will be with you . . . always.
Whiteboards – Project art
Positive Service Indicators

I don't expect SIT to be the mushroom cloud

I expect U1T to be the mushroom cloud

There's a Query for that! - Nancy W.

I think there is a GBU - Nancy S.

Our Snark is a renewable resource.
PAIN MEASUREMENT SCALE

0 – no hurt
1 – forget to check correct history
2 – multi-level scroll areas
3 – requirements traceability matrix
4 – hurts a lot
5 – hurts a little
6 – page favored
7 – equation engine
8 – hurts a lot
9 – hurts a little
10 – hurts worst

Today I feel: 😊
Stages of Team Development

- More than phases, this is part of what we do everyday
- Recognizing good days and bad will happen
- Patience with one another is essential
Lessons Learned
Lessons Learned

• Make work fun
• Nobody majors in Registrar
• We are a unique team and as a larger project team we recognize those differences
• Not “I”, always “WE”
Lessons Learned

• Worry about the things in our control
• Highlight our wins
• Learn each other’s strengths and delegate based on those
• Earbuds
• When it’s really bad…
What are your lessons learned?
Questions? Comments?
Contacts:

Christina Monesar
christina@registrar.ufl.edu

Mallori Wojcik
mallori@registrar.ufl.edu