***Team Development – Part II***

***\*This section is adapted from the RE-IMAGINE GUIDEBOOK: A Project of the Experiment in Congregational Education of HUC-JIR***

**Using the *Team Roles, Capacities and Skills Chart***

***Overview***

The Express Innovation ***Team Roles, Capacities and Skills Charts*** will help you to identify positive, enthusiastic and capable people for your team and the Express Innovation journey and beyond. You should invite people who bring a willingness to see things in a new light, who are passionate about the present and future of the Jewish people and who are comfortable working as part of a team. You may already have an education committee or other team generally overseeing, partnering, or supporting education. In putting this together, also keep in mind the roles and capacities listed on the charts and be sure to consider what these people bring to your work as you look to create a well-rounded approach to education.

Sample only. The document is Shared in more detail in a related document: ***EI Team Roles, Capacities, Skills Charts*** available on ExpressInnovation.Bloomfire.com.

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| SAMPLE of Team Roles, Capacities and Skills Charts  \*with thanks, adapted from the **RE-IMAGINE Guidebook**. | | | | | |
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| **Chart 1: Desired Roles** | | | | | |
| ***List Names here* ** |  |  |  |  |  |
| **Roles to Consider** |  |  |  |  |  |
| Newer school parent |  |  |  |  |  |
| Parent of child(ren) K-2 |  |  |  |  |  |
| Teacher |  |  |  |  |  |
| Member of synagogue Board |  |  |  |  |  |
| **Capacities and Skills to Consider** |  |  |  |  |  |
| Qualities to Consider: |  |  |  |  |  |
| Thoughtful |  |  |  |  |  |
| Worker - Willing to get tasks completed |  |  |  |  |  |
| Skills: |  |  |  |  |  |
| Jewishly knowledgeable |  |  |  |  |  |
| Data or Survey Expertise |  |  |  |  |  |
| Professional Background in Marketing |  |  |  |  |  |

**Building Your Team Using the Capacities and Skills Chart**

***Possible Approaches to Building Your Team - Cultivating and Choosing Team Members. \*Adapted from the RE-IMAGINE Guidebook:***

1. One possible approach to choosing your team for the future members (Express Innovation Team): Gather together several people who know the congregation's membership well, e.g. the rabbi, educator, cantor, current or past president. If your Leadership Team is already formed you can include them as well.

With copies of the congregation's membership directory in-hand or on-screen, start at the beginning and work your way through the directory, noting on the chart people you think might be interested and available to work on this. Relying on the directory is very effective since it reminds us of people who may not be the most active, but might have indicated interest or demonstrated valuable skills needed in the project. List their names at the top of each page of the chart and, below each name check off which roles (Chart 1) and capacities or skills (Chart 2) each person can bring to the work of the EI Team. Feel free to note any additional roles or capacities not already specified on the chart. You may need to make several copies of each page of the chart in order to list all of your possible participants.

1. Another possible approach: Keep in mind what and who you are looking for over the next few months. As you share the values of the team and vision for synagogue education, look for people who resonate with what you are saying or who challenge appropriately and from a place of wanting what’s best for all learners. As you identify possible people write their names down and continue to have conversations with them to more deeply consider whether they might be a good fit. If you are interested in including a person, run the name by another trusted staff person and/or lay leader for feedback.

Include others in the process, including clergy, assistant educator, team members, etc. They may see qualities or connect with personalities that are different from those whom you notice and connect with. Keep in mind that no suggestion is a fait accompli, rather suggestions from others may open you up to people whom you might have missed.

**Some Steps for Cultivating Potential Team Members – Testing the Water and Nurturing**

***Testing the Water:***

1. One-on-One Conversations
2. Noticing in Group Conversations
3. Setting up Group Conversations
4. Social Connector Conversations

***Nurturing Certain Qualities:***

1. Write about the qualities
2. Ask people how they feel about the qualities
3. Include the qualities as text study with the current team
4. Bring up the qualities in formal and informal conversation

***Making the Invitation – Consider the who, how, and when of invitation. Good Luck.***