



What Makes Great Teams Work? A Conversation on Engagement and Effectiveness

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Objectives

- Recognize unproductive team patterns and apply strategies to shift discussions toward action and accountability.
- Approach conflict as a tool for stronger outcomes, rather than something to avoid or leave unaddressed.
- Engage partners more flexibly, adapting approach and communication to meet diverse team members where they are.
- Build decision-making processes that connect to outcomes, ensuring data and goals stay linked in team discussions.
- Walk away with one practical takeaway to strengthen your own SLT's collaboration.



Topics:

- Redirect Problem Admiring Toward Action
- Flexibility in Engagement
- Addressing Conflict Constructively
- Design a Decision Making Process
- Linking Data to Outcomes





Redirect Problem Admiring Toward Action

Every team spends time talking through barriers — but how do you know when a team has gotten stuck just admiring the problem instead of solving it?

And once you notice it — what mindset shifts actually help a team move into action?

Questions That Get a Team Unstuck

Try shifting the conversation with:

- "What is one action within our control before the next meeting?"
- "What's our next best step?"
- "Who will take the lead?"

Acknowledge the challenge, then pivot to solutions.

A colorful illustration depicting four stylized human figures interacting with large, abstract geometric shapes. One figure stands on a tall blue rectangle, another on a blue triangle. Two other figures are at the bottom, one holding a large blue circle and the other a large red square. The background is filled with various geometric shapes like circles, triangles, and rectangles in shades of blue, red, and yellow, creating a dynamic and collaborative scene.

Flexibility in Engagement

Flexibility in Engagement

Not everyone can engage the same way — and that's okay. Build in options

- "Are we being flexible in the opportunities provided for people to engage?"
- "Are we using language and accessibility support such as captioning, translation, and plain language?"



Addressing Conflict Constructively

Addressing Conflict Constructively

Tell us about a time disagreement actually made a team's outcome stronger.

What do you do when conflict is simmering under the surface but nobody's saying it out loud?

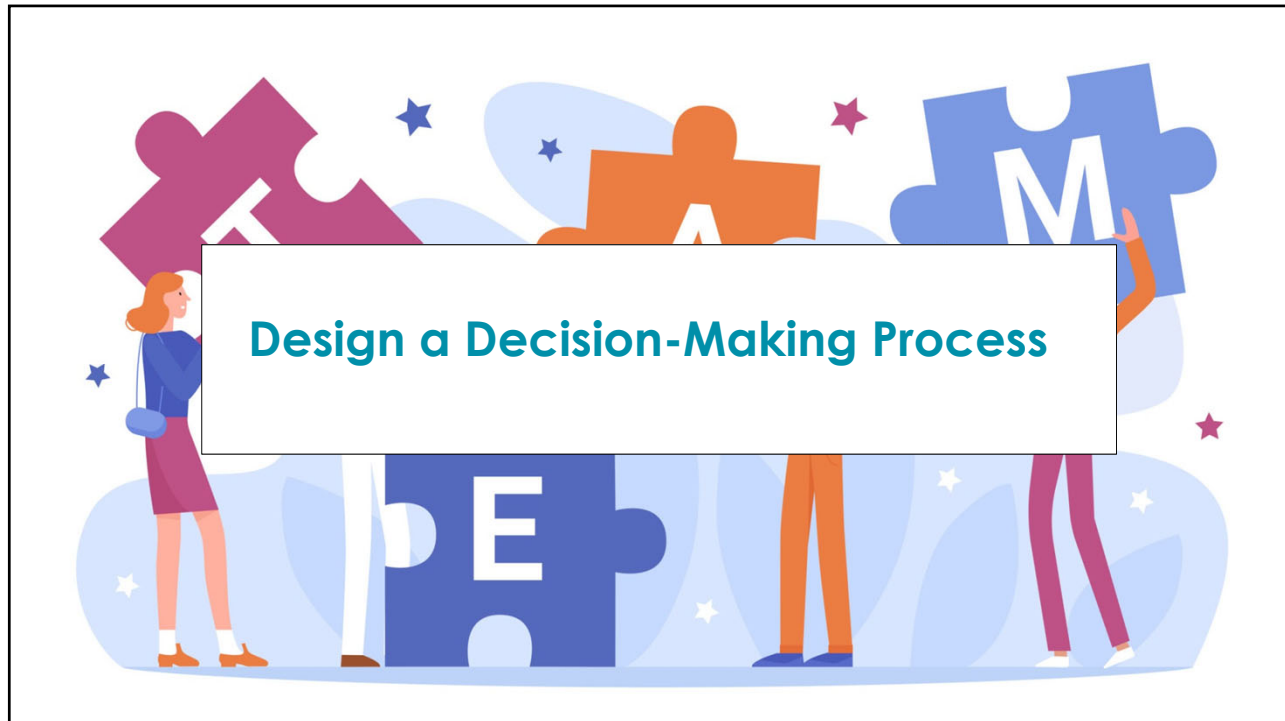
If a facilitator is uncomfortable addressing conflict head-on, what's your advice?



Phrases That Help Surface Conflict

- "It sounds like there are different perspectives here."
- "Let's make sure we understand each point of view before deciding."
- "What am I hearing from each side?"





Design a Decision-Making Process

Why does having real clarity around decision-making matter so much for leadership teams?

What do you do with a team that keeps circling back to decisions you thought were already made?

Examples of Decision-Making Processes

- Consensus
- Modified consensus
- Voting
- Advisory recommendation
- "What changes would help everyone live with this decision?"



Linking Data to Outcomes

Why does it matter to connect data conversations back to the team's actual goals?

And how do the best teams move beyond just reviewing the numbers?



Examples of Linking Data to Outcomes

- Review implementation and outcome data together
- Include stakeholder feedback
- Compare progress over time
- Use workgroups, surveys, focus groups, and interviews to inform decisions



Closing Thoughts

If you could give leadership teams one piece of advice about engagement and collaboration, what would it be?

Drop your one piece of advice in the chat — we want to hear from everyone.



Questions?

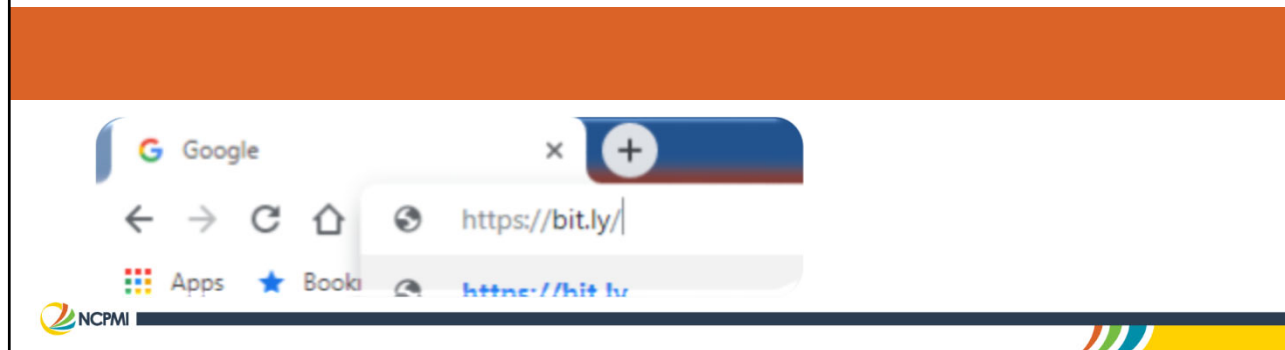
Drop your questions in the Q&A panel anytime — we'll get to as many as we can.



Survey and Certificate

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- Type URL during presentation into a web browser window or scan QR Code
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The National Center for Pyramid Model Innovations

The goals of the National Center for Pyramid Model Innovations (NCPMI) are to assist states and programs in their implementation of sustainable systems for the implementation of the Pyramid Model for Supporting Social Emotional Competence in Infants and Young Children (Pyramid Model) within early intervention and early education programs with a focus on promoting the social, emotional, and behavioral outcomes of young children birth to five, reducing the use of inappropriate discipline practices, promoting family engagement, using data for decision-making, integrating early childhood and infant mental health consultation and fostering inclusion.



Thank You

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