



Interreg
Estonia-Latvia

European Regional Development Fund



EUROPEAN UNION



PROJECT "BOOSTING CROSS BORDER ENTREPRENEURIAL ACTIVITY IN SOCIAL AND CREATIVE INDUSTRIES SECTOR" (SOCIAL&CREATIVE)

Joint trainin event

"To be the cross-border starter"

(2nd session)

Effective team building, trust and reflection

Alo Lilles,

trainer & counsellor at Municipality of Tartu

17.05.2018., Tartu



RĪGAS
PLĀNOŠANAS REĢIONS



Jauno uzņēmēju centrs
LATVIJA



**LOOVUSE
VÄRSKE
VÄRV**



A black and white photograph of Michael Jordan in a celebratory pose. He is wearing a Chicago Bulls jersey, with his mouth wide open in a shout and his right arm raised. The background is dark, making the player stand out.

“TALENT WINS GAMES, BUT TEAMWORK AND INTELLIGENCE WINS CHAMPIONSHIPS.”

MICHAEL JORDAN

© Lifehack Quotes

Effective team building, trust and reflection

Alo Lilles

About me

- Sales, marketing and business development since 2005
- Äripäev, Postimees, Vorwerk AG, Axinom GmbH, Invent Baltics, Tartu City Government
- Researcher/lecturer at University of Tartu
- ASL Research
- Dragonfly desk lamps
- sTARTUp Day
- Family

Building the



Building the „WE“

- Rule #1 - establish your leadership with each team member
- Rule #2 - relationships are built on trust and loyalty
- **Each team consists of people who** differ in their background, experience, knowledge and skills. The more versatile the team is, the more successful it is.
- **Identify and formulate common values for a team** - this is mostly the basis, and also the main reason why teams often do not work.
- **Common rules of the game** - making agreements, formulating them and keeping them is one more step forward.
- **Talk about common goals and visions** - if the team does not have a clear idea of where or how everyone understands the goal differently, it's like running a head against the wall.
- **Create an open atmosphere**
- **Contribute to your team** - most of the time, if you have problems with the team then you will see team training as a solution.

HOW TO BUILD AN EFFECTIVE TEAM



INFORMATION



TIME



KNOWLEDGE

Competences vs. Time.

- One cannot be best at everything. One is better in creativity, second has golden hands, third is good with numbers.
- Do not try to be the best in everything and delegate the tasks you cannot do.
- Extra pair of hands



Age and interests

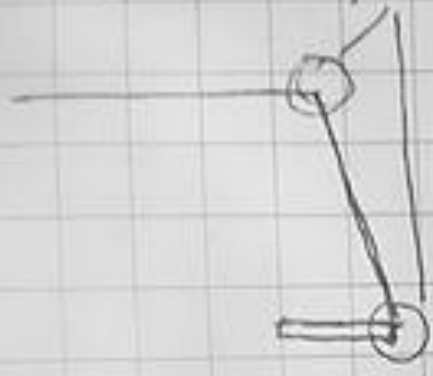
- People are motivated, if there is a good working environment and co-workers.
- Team building „off the court“ is as essential as small talk in the coffee room.

ROLES



50-100 cm

old model



20-50 cm

old
velvet -
all best



Goals and visions

- **Talk about common goals and visions** - if the team does not have a clear idea of where or how everyone understands the goal differently, it's like running a head against the wall.
- Each manager should find time to keep his team up-to-date with information and talk about results and goals together. The more your team knows about things, the better they are motivated to work together.



- **Create joint events.**
- **Share your small wins and losses**
- **Encourage trust and cooperation among employees on your team.**
- **Encourage team members to share information.**

Communication

- **Facilitate communication.** Remember that communication is the single most important factor in successful teamwork.
- **Create an open atmosphere** - if we can speak freely, boldly and openly, then this is the best way to prevent problems. The greatest tensions in each organization arise from non-communication

Are You Communicating Effectively?



CURATTI 

PLANNING

PLANNING

LIKE A BOSS

TEAM



Team

- Hackathons, events
- Facebook groups
- University events,
- Networking events,
- Different lists
- University marketing club

BE HONEST

YES
MAN



How to give and get feedback



Dilbert.com DilbertCartoonist@gmail.com

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Feedback

- People cannot give constructive feedback
- Ability to read people
- People also tend to put emotions onto messages. Specially into written messages

Sandwich Feedback Technique





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