Tom O’Neil’s Table:

**First Table Discussion**

Themes of interest:

* Associate faculty asking for practical strategies for easy “just-in-time” application
* Associate faculty expressing struggles / challenges with assessing teamwork
* What are the elements of a successful team assignment? How can we help instructors to design team assignments?
* Though our immediate response may be to go first towards interpersonal conflict – perhaps it is the opportunity to step back and look at course design (more proactive)
* “There are no bad students – only bad team assignments”

Observations:

* It is clear that there is a need to circulate content around team assignment design
* Some instructors may be challenged to facilitate some of the conflict

Tool Discussions:

1. The Interpersonal Conflict Management Tool workbook
   * helps students to identify their relationship to the conflict, as well as any assumptions or bias they may hold; it also helps students to identify what their goals are in working through the conflict
   * Helps students to focus on the task, take the conflict out of the relationship
   * Question – is it the role of the Team Coach or the role of the Instructor to introduce this tool? Perhaps it depends?

**Second Table Discussion**

Themes of interest:

1. Developing the team charter; Tom’s sample is strong – may be of use for us to review… it would be ideal of we have one primary sample for RRU to adopt

Tool Discussions:

1. The Interpersonal Conflict Management Tool workbook
   * The tool is fairly large and comprehensive, but pieces can be pulled out and used at different times; some will require some facilitation
   * When using with an international student base – perhaps more intention should be spent on language / simplification on of the tool, and focus on accessible language
   * How can these tools be adjusted for a blended or online student base? No silver bullet
   * Facilitating difficult conversations online – how are we training our students to engage in positive ways in online learning teams?
2. SUIT offers a more simplified resource / approach to quick skill development

**Third Table Discussion**

**Themes of Interest**

1. The Interpersonal Conflict Management Tool workbook
   * Creating awareness of the link between emotions/behaviour/perceptions
   * Focuses teams on what they want to get out of conflict resolution process
   * Cross-talk, cutting people off… if you see that occurring, or recognize it is happening often within your team, what can the instructor/coach/team-mate do?
   * How do we give students the confidence and strength to exercise these new skills of communication and conflict resolution? Practice practice practice – create the disruption… -- improve sessions or simulations can be very helpful (experiential)
   * Use an observer of the team agreements – an intentional role who can provide some feedback at the end of a meeting (this can be positioned like other roles, note-taker, time-keeper etc.) - The workbook has three scenarios that can be used
2. SUIT model offers role play activities