

# HOW TO BUILD A TEAM CONNECTION ONLINE

SIMPLE IDEAS TO BUILD A HIGH PERFORMING TEAM  
IN A DIGITAL WORLD





## **ALL CONFLICT IS MANAGED THROUGH CONNECTION**

Coaches and other leaders have had a complicated time navigating the pandemic with cancelled tournaments, limited training opportunities and adjustments to ever-changing safety protocols that impact the way they develop their teams. A significant challenge has been establishing and growing inter-personal connection between and amongst athletes which is crucial to any team's functioning.

Gone are the days of team dinners or spending time getting to know one another at tournaments or meets. Even school sports have taken a hit and teammates can no longer hang out at lunch hour or after school. The teams that are practicing have to adhere to strict protocols without any kind of lingering before or after practice. And there's the problem. What's left?

Online connection building.

This easy way to build and maintain relationships on your team can create an enormous difference once you are back together. It can also provide the much needed social outlet most athletes crave and miss dearly. Here are a few tips to get you started.

## CONFLICT TO COHESION ON YOUR TEAM

### 1. Use breakout rooms.

**Having large groups online is hard.** Providing your group with opportunities to hang out in small breakout rooms gives everyone a chance to get to know one another. Breakout rooms break up cliques. They are automated and allow for athletes who wouldn't normally spend time together to do so in a surprisingly intimate way. How else would you get to meet your teammate's pet cat or see their little brother walk by on the way to the fridge?

### 2. Use Connection Builder activities.

Setting up small group conversations around a topic that is intentional, you can get to know your teammates outside of the sport. Some of my fav topics are: Tell us what you wanted to be when you grow up when you were 8? What do you look forward to each day when you wake up? What do you do for self-care? Doing these types of activities can help position your team to manage inevitable conflict. The better you know someone the easier it is to work through problems when they come up.

### 3. Make on-line team building a training priority.

One of the most important pieces of work any team undertakes is team building. You know the adage - teamwork makes the dream work. Coaches have a captive audience right now with fewer competing priorities. Take advantage of this time by establishing weekly on-line team meetings with the purpose of relationship building. Have activities prepared ahead of time and make these events as mandatory as team practices are.

### 4. Pay attention to the quiet ones.

There is a significant body of research emerging from the pandemic about the impact of social isolation on young people and this is certainly true of athletes who are accustomed to a structured routine. Some are struggling - perhaps suffering depression and anxiety. If you have a team member who is opting out of meetings - get curious, reach out and see what's up.

## CONNECTION BUILDERS TO GET YOU STARTED

Getting to know your teammates, coaches and colleagues outside the sport is the single best way to position yourself to manage team conflict when it pops up. For best results make these a routine.

**1**

### PENNY FOR YOUR THOUGHTS

Take turns having each team member grab a coin and share a memory of something great that happened to them on the year of the coin. If they haven't been born yet - have them add on a decade or two to the year!

If you are pressed for time this can be done in breakout rooms in smaller groups.

**2**

### HELLO MY NAME IS...

Take turns sharing the story of how you got your name. Were you named after a famous actor or your auntie? Did your parents take 2 weeks before deciding? If you aren't sure tell a funny story about your name...Is it often mispronounced or are there 10 other Michaels in every class with you? What's the nickname that embarrasses you the most?

**3**

### MY DREAM JOB.

No matter what your age share what your dream job is. An acrobat, astronaut, artist? Let's hear it!

**4**

### WHAT MOTIVATES YOU?

This is a broad question that often brings out surprising and inspirational answers. Often groups share intimate details of their lives which ultimately bring the entire group closer.

It is an especially poignant question to talk about during the pandemic.

## NADIA KYBA AND NOW WHAT FACILITATION

As a social worker and the founder of Now What Facilitation Inc., I've had the opportunity to support hundreds of individuals and teams perform to their full potential through conflict management coaching, training and facilitated planning meetings both in person and online

Conflict can be discouraging and distracting impacting retention and overall enjoyment. Our services and resources are designed to assist organizations simplify their work by developing their capacity to manage conflict.

With the support of our Team Building through Conflict Management Guidebook your team will learn how to Anticipate, Address and Prevent conflict in a fun and safe learning environment.



## NEED SUPPORT? WE CAN HELP!

"Our team struggled with communication. The Now What Team Building through Conflict Management Workshop gave players tools to help them effectively communicate with each other. Since the workshop and follow-up session, our players have prevented conflict by talking with their teammates when it matters most."

*-Head Coach, Raven's Female Hockey*

## LET'S CHAT

I'd love to hear about your team's unique needs. Contact me to chat about your team's needs by [booking a free 30-minute Clarity Session here.](#)

**Phone:** 604-788-3547

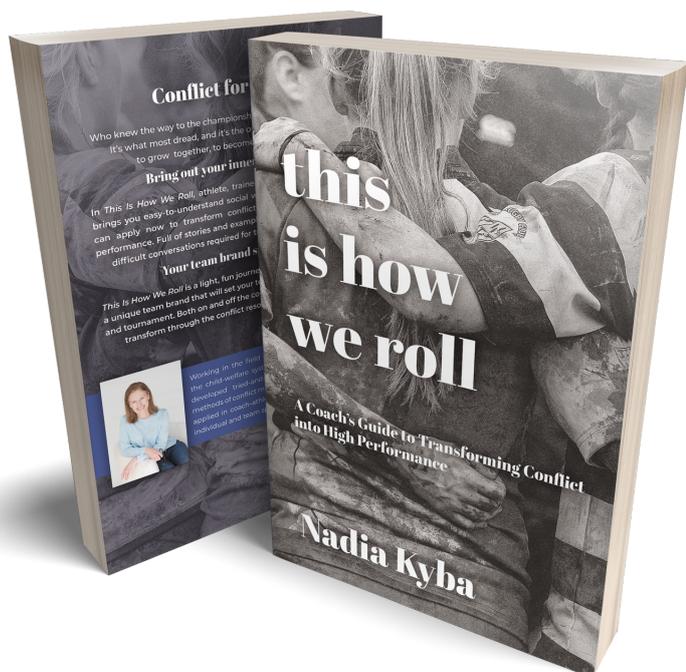
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## THIS IS HOW WE ROLL

A COACH'S GUIDE TO TRANSFORMING CONFLICT INTO A HIGH PERFORMING TEAM



Who knew the way to the championship was moving through conflict? It's what most dread, and it's the only way for teams to make it, to grow together, to become stronger—and to win.

In This Is How We Roll, I bring you easy-to-understand social work concepts and tools that you can apply now to transform conflict on your team to growth and performance. Full of stories and examples, this is your guide to the often difficult conversations required for true, lasting conflict resolution.

"Every Coach and Trainer needs a copy of this book! Nadia does a great job of giving readers a step-by-step guide for conflict situations that can be used at the amateur or professional level in sports. This book is a must-read for all coaches and skills trainers."

-Harp Grewal, Professional Skills Trainer, Founder 3Seed Training

"As a Sports Volunteer, I found my experience reflected in story after story in THIS IS HOW WE ROLL. With the wisdom Nadia shares, it's like her standing with us as a guide through the difficult situations we face and I couldn't be more grateful!"

- RaeAnne Rose, President BC Artistic Swimming

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