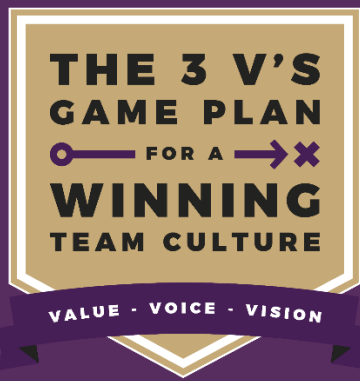


IDEAS FOR HOW TO



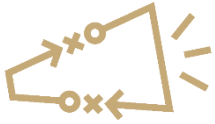
The 3 V's Game Plan for a Winning Team Culture is all about building culture among co-workers, teammates or volunteers. In a winning team culture, team members consistently bring their best effort and focus on things under their control because they care about themselves and the team's best interest. The 'Ideas For How To' below are excerpts from the 3V's Game Plan training and workbook.



To create a culture that communicates importance, belonging, and connectedness,

COMMUNICATE VALUE by:

- ✓ Setting up **PHYSICAL SPACES** for connection
- ✓ Using **BELONGING CUES**
- ✓ **COMMUNICATING** - 100% PRESENT-FOCUSED
- ✓ Expressing **APPRECIATION**
- ✓ Holding each other **ACCOUNTABLE**



To create a culture where every **VOICE** feels empowered to speak and knows they're heard, **RESPECT VOICE** by:

- ✓ Being **VULNERABLE FIRST** (*with Boundaries*)
- ✓ Having an intentional **FEEDBACK** process
- ✓ Cultivating a **GROWTH MINDSET** ("*...not yet*")
- ✓ Establishing **TEAM MEETING** protocols
- ✓ Creating a culture of **EMPOWERMENT**



To provide direction for where **WE** want to go, or to begin with **OUR** end in mind,

SHARE VISION by:

- ✓ Using **MEMORABLE PHRASES**
 - *What are observable behaviors associated with the memorable phrase or motto?*
- ✓ Sharing **INDIVIDUAL & TEAM** visions
- ✓ Establishing **CLEAR ROLES**
- ✓ Communicating **SIGNIFICANCE** of roles
- ✓ Filling the environment with **TANGIBLE REMINDERS**