**MCLS Virtual Dialogue Chat Log**

**“Energizing and re-energizing teams”**

**May 21, 2021**

11:01:05 From Nancy, ACPL to Everyone : Hello!

11:01:13 From Jan Davidson, MCLS to Everyone : Hello from MY OFFICE in Lansing! :)

11:01:16 From Deborah Kristoff - Lowell Public Library to Everyone : Good morning from Lowell Indiana

11:01:25 From Stephanie Reinhardt to Everyone : Good morning from Saginaw!

11:01:33 From Heather Clark (She/Her) to Everyone : Good morning from the White Lake Township Library!

11:01:43 From Stephanie Olson to Everyone : Really small group...hiya!

*Breakout #1:*

*Think of a time when you have been part of a thriving team, full of energy and hope. Or a time when you were on a team that was invigorated by a “second wind” and went on to really make a difference in the work they were doing. It could be at work or in your personal life.*

*Tell your group about it. What was the purpose of the team? What about being a part of this team made you feel like you and the team were thriving?*

*Once everyone has shared, as a group, discuss what elements from the stories were key in making people feel like they were part of something bigger and stronger than themselves individually. Have the reporter list those elements and be prepared to share with the larger group.*

11:30:07 From Heather Clark (She/Her) to Everyone : Group 4

TO DOS

Communication, nonjudgmental

Seeking out strengths

Clear roles

Knowing boundaries of your own and other people's roles

Having a vision of the end result

Consistency

Passing down information/training others

11:31:15 From Amy Beckman-Millington Arbela District Library to Everyone : Room 3- Favorite teams come together for a goal and have a plan. Each person can bring their own strengths. Gave an example of writing a grant together

 Mentorship and advice in a team setting. New to being a para pro- learned a lot from my team members even though they went to different classrooms.

11:32:00 From Nancy, ACPL to Everyone : Group 1 - supportive environment; communication; doing things "outside my job description" when needed to serve the goal; compromise; giving recognition (and free food)

11:32:05 From Stephanie Olson to Everyone : Managers Retreat including social interaction and work to reinforce best practices sharing commitment and stressing better understanding of what we do and why....Board work to create and input on VISIOn that is forward looking an modernized

11:35:04 From John Clexton to Everyone : Pizza is for adults too

11:35:16 From Lyon Twp Library to Everyone : Gotta go! Thanks everyone! have a great weekend. :)

*Breakout #2*

*Imagine that tonight you fall into a deep, rejuvenating sleep, and when you wake up, it’s one year from now. You take a look around at this familiar, but slightly changed world as you get ready to go to work. You’re excited because the first thing on your agenda this morning is your team meeting. You can’t wait to be for the meeting because your teammates energize and inspire you. Being part of this thriving team brings you joy and getting together with them is your favorite part of your week.*

*As your meeting takes place and you look around the room, taking everything in, what do you see happening? What has changed about your team so that you’re excited and energized to a part of it? What are people saying about your team? And what is your team saying about itself?*

12:19:56 From Scott Garrison, MCLS to Everyone : Fit matters.

12:20:07 From Lissa Krull, MCLS to Everyone : Looking for people with a positive, open mindset.

*Reflection Question
What is one small step you’ll take this month to help energize or re-energize a team you are a part of at your library?*

12:23:14 From Nancy, ACPL to Everyone : Be more intentional about asking about each team member's day.

12:23:56 From Heather Clark (She/Her) to Everyone : Communicate honestly and openly with other staff about new changes and what is going on at administrative levels

12:24:04 From Scott Garrison, MCLS to Everyone : Begin engaging our management team intentionally on the question of what “working at MCLS” looks like in the future (i.e., who works from where, and when).

12:24:06 From Amy Beckman-Millington Arbela District Library to Everyone : With capacity limits lifting, actually being able to think about planning an in-person staff meeting at the library.

12:24:06 From Stephanie (Taylor BTB) to Everyone : Share my notes from this meeting. It could pass on some valuable ideas to other staff.

12:24:13 From Jan Davidson, MCLS to Everyone : Make a plan for taking some of what we've been working on as a departmental team to a cross-departmental committee I am part of

12:24:39 From Deborah Kristoff - Lowell Public Library to Everyone : being positive and an example for the other staff - think about team unity with intention

12:24:39 From John Clexton Gladwin County District to Everyone : To lead by example, and reinforce the values of being a time, and positive energy to each staff member.

12:24:53 From John Clexton Gladwin County District to Everyone : team not time, ugh

12:24:56 From Stephanie Olson to Everyone : I'm going to bring snacks and email everyone individually to say how much I appreciate what they are doing for th District. We also got to drop our masks...this went a long way to make us all happy!

12:26:05 From Jan Davidson, MCLS to Everyone : engagement@mcls.org

12:26:06 From Deborah Kristoff - Lowell Public Library to Everyone : Thank you for doing this - each one has been encouraging

12:26:14 From Nancy, ACPL to Everyone : Have a good weekend!

12:26:15 From Amy Beckman-Millington Arbela District Library to Everyone : Thanks everyone!

12:26:19 From Heather Clark (She/Her) to Everyone : Thank you!!!