

11th

2-4 Oct
2015

Annual
EAHAE
International
Conference



EAHAE
HORSE ASSISTED EDUCATION
HORSE DREAM®



Horse Assisted Team Development

Gábor Suhai



Team building

or

team development

?????

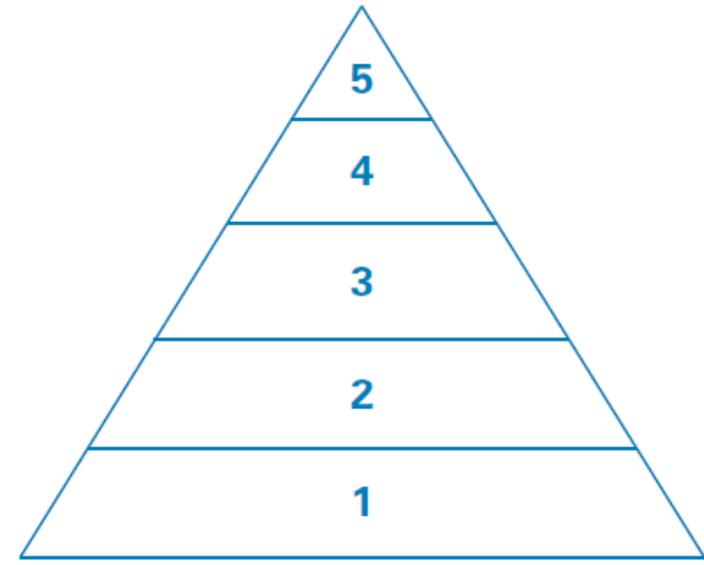
Dysfunction 5: Inattention to results

Dysfunction 4: Avoidance of accountability

Dysfunction 3: Lack of commitment

Dysfunction 2: Fear of conflict

Dysfunction 1: Absence of trust



Dysfunction #1: Absence of Trust

This occurs when team members are reluctant to be vulnerable with one another, and are thus unwilling to admit their mistakes, acknowledge their weaknesses or ask for help. Without a certain comfort level among team members, a foundation of trust is impossible.

Dysfunction #2: Fear of Conflict

Trust is critical because without it, teams are unlikely to engage in unfiltered, passionate debate about key issues. This creates two problems. First, stifling conflict actually increases the likelihood of destructive, back channel sniping. Second, it leads to sub-optimal decision-making because the team is not benefiting from the true ideas and perspectives of its members.

Dysfunction #3: Lack of Commitment

Without conflict, it is extremely difficult for team members to truly commit to decisions because they don't feel that they are part of the decision. This often creates an environment of ambiguity and confusion in an organization, leading to frustration among employees, especially top performers.

Dysfunction #4: Avoidance of Accountability

When teams don't commit to a clear plan of action, peer-to-peer accountability suffers greatly.

Even the most focused and driven individuals will hesitate to call their peers on counterproductive actions and behaviors if they believe those actions and behaviors were never agreed upon in the first place.

Dysfunction #5: Inattention to Results

When team members are not holding one another accountable, they increase the likelihood that individual ego and recognition will become more important than collective team results. When this occurs, the business suffers and the team starts to unravel.

-  HIGH (3.75 AND ABOVE)
-  MEDIUM (3.25 TO 3.74)
-  LOW (LESS THAN 3.25)

