

# **Report on Staff Orientation Workshop Dated: 24<sup>th</sup> March 2025**

## **Project: APPI**

### **Introduction**

The Staff Orientation Workshop commenced with an introduction and a warm welcome to the resource persons: Mr. Sukum Aier, Counsellor, and Ma'am Ela, Director of Prodigal's Home. This was followed by a round of introductions of all participants. Mr. Paul Lokho, Director of Pro Rural, provided a brief insight into the organization's mission and activities.

### **Session 1: Team Building by Mr. Sukum Aier**

According to a survey, 90% of youths in Nagaland are dissatisfied with their jobs. To address this, the session focused on fostering effective teamwork.

#### **Building a Healthy Team**

A successful team is characterized by:

- **Interdependence**
- **Joint Accountability**
- **Focus on team goals**
- **Clearly defined roles and responsibilities**
- **A mix of introverts and extroverts**
- **Bruce Tuckman's Five Stages of Team Development:** Forming, Storming, Norming, Performing, and Adjourning

#### **Importance of Team Building**

- Enhances collaboration and efficiency
- Strengthens relationships within the team
- Builds trust
- Improves conflict resolution and problem-solving skills
- Creates a productive working environment
- Identifies individual strengths and weaknesses
- Encourages collective growth towards shared objectives

#### **Key Elements for Building a Strong Team**

- **Trust**
- **Collaboration**
- **Creativity**
- **Problem-solving**
- **Conflict resolution**
- **Effective communication**

## Group Activities

1. **Animal-Themed Group Formation** – Choosing an animal and explaining its relevance to teamwork.
2. **Shoot at Sight** – A fun, interactive activity.
3. **Pin the Tail on the Horse** – Enhancing coordination and communication.
4. **Developing a Project Proposal for an Old Age Home** – Encouraging strategic thinking and teamwork.

## Characteristics of an Effective Team

- Open sharing of information
- Active participation in tasks
- Encouraging and supporting teammates
- Optimal utilization of resources

## Unhelpful Behaviors in a Team

- Poor communication
- Lack of accountability
- Uncooperative attitudes

## Burnout Self-Inventory Exercise

Participants completed a **Burnout Self-Inventory (BSI)** form to assess their stress levels.

- **Statistics on Burnout:**
  - 60% of leaders/employees worldwide experience burnout.
  - 75% of burnout cases are work-related (APA study).
  - Key causes include excessive workload, lack of control, and poor work-life balance.



### • Five Stages of Burnout:

- Symptoms to watch for:
  1. Constant fatigue
  2. Persistent negative emotions
  3. Increased cynicism
  4. Low energy levels
  5. Reduced patience
  6. Loss of enthusiasm

## Four Life Positions: The OK Corral

This concept emphasized self-awareness and interpersonal relationships in team dynamics.



## Impact of Team Building

- Enhances personal and professional growth
- Strengthens vision and mission alignment
- Fosters trust
- Cultivates a collective mindset (*Shift from #I to #We*)
- Encourages accountability over blame
- Creates a positive work environment

## Team Building in Jesus' Model

- **Visionary Leadership:** Jesus thought ahead and provided what others needed.
- **Focus on Today:** Avoiding the "Destination Disease"—over-glorifying the past, overestimating the future, and underestimating the present.
- **Forgiveness & Accountability:** Maintaining strong relationships through mutual accountability.

- **Prayer & Spiritual Growth:** A strong spiritual connection fosters teamwork, motivation, and engagement.
- **Relational vs. Positional Authority:** True leadership begins with Servanthood and meaningful relationships.
- **Christian Leadership:** More than Behavioral Modification, it is about Heart Transformation through Christ.
- **TEAM:** *Together Everyone Achieves More*

## Conclusion: Reflective Questions

1. How am I contributing to my team?
2. What is one thing I can improve for my team?
3. Do I pray for my team?

## Session 2 – Ma'am Ela

Ma'am Ela began her session by sharing her 20-year journey in the NGO sector, reflecting on how her education, career choices, and passion seamlessly intertwined. She spoke about how her work at Prodigal's Home allowed her to fulfill her dreams of being a teacher, an advocate, and a missionary. She emphasized the importance of interconnectedness, quoting, "**We are not isolated.**"

She encouraged the team to:

- **Create an impact.**
- **Start well and finish well.**
- **Cultivate a thirst for learning.**
- **Keep an open mind to new knowledge.**
- **Acknowledge the realities around us rather than ignoring them.**

She highlighted that the more we learn and experience, the more we can give back to the community—**#Explore-Learn-Give.**

## Key Lessons:

1. **Gender Discrimination**
  - Progress is hindered when gender discrimination exists.
  - Strive to create an inclusive, discrimination-free environment.
  - Educate the younger generation on gender equality.
2. **Workplace Sexual Harassment**
  - Implement policies and establish committees to address and prevent harassment.
3. **Tribalism, Groupism, and Racism**
  - Remember, "**I am a development worker, I do not discriminate.**"
  - Reject all forms of divisive “-isms.”

4. **Ego & Attitude**
  - Arrogance and negative attitudes disrupt harmony. Stay humble.
5. **Lack of Purpose**
  - Align your projects with the needs of the community to create meaningful impact.
  - Look beyond your assigned work and address broader societal needs.
6. **Stepping Out of Your Comfort Zone**
  - Change requires risk—embrace challenges.
7. **Continuous Learning**
  - The more knowledge you acquire, the greater your ability to contribute.
8. **Dreams & Reality**
  - Be a dreamer, but stay grounded in reality to make your journey meaningful.
9. **Faith & Purpose**
  - Always align your work with God's purpose. **Do not work against God, but for Him. Do not work without God, but with Him.**

She concluded with a powerful reminder: **"We are created for good work."**

### **Conclusion:**

The session concluded with a Q&A segment, where team members had the opportunity to clarify their doubts. The team expressed their gratitude and appreciation to both resource persons for sharing their insightful experiences and valuable lessons.

This workshop was truly unique, as it was relatable and practical in every aspect. It provided deep insights into team building, leadership, and personal growth, equipping participants with essential skills to cultivate a strong and cohesive team.

### **Photo Gallery:**









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Skills to Succeed