

Team Norms:

*How Do We Want to Work
With Each Other?*

A Team Building Activity brought to you
by the Organizational Development Office



Meet Your Facilitators



Daniella Cross-Wilkins is an experienced leader in change management and organizational development, currently serving as the Change Management Supervisor for the Department. In this role, she leads a team within the Organizational Development Office, focusing on driving change initiatives and projects across the organization.

Daniella joined the Florida Department of Transportation in May 2019, bringing with her extensive experience in learning and development as well as leadership. Prior to her current role, she held the position of State Acquisition Administrator in the Office of Right of Way.

A graduate of both Florida Agricultural & Mechanical University and Florida State University, Daniella holds degrees in Political Science (BS & MS) and Instructional Design (MS), respectively. In addition, she has been an adjunct professor at Tallahassee Community College for the past 9 years, where she shares her passion for education and helps shape the next generation of leaders.

With over 15 years of experience in the Learning and Development space, Daniella has made significant contributions to the growth and development of individuals and organizations alike. Her lifelong commitment to learning is reflected in her multifaceted career, which includes both academic and professional roles in leadership and organizational development.



Michelle O'Donnell has served the State of Florida in various capacities for over 26 years. She currently manages the Talent Engagement and Support Unit within the Organizational Development Office.

Michelle joined the Florida Department of Transportation in 2017, after taking a brief break from state government to pursue her passion as a Real Estate agent in both Tallahassee and Panama City. In three years, she completed 52 sales, resulting in over 10.5 million dollars in volume sold. She also served as the Women's Council of Realtors President in 2017.

A graduate of Florida State University, Michelle holds degrees in Criminology and Sociology. In addition, she is a Certified Inspector General (CIG) and a Certified Public Manager (CPM). She is currently seeking her Project Management Professional (PMP) certification.

Michelle's team manages several programs for FDOT: Internship Program, Mentoring Program, Awards and Recognition Program, SASHTO Scholarship Program, Quality Management Dashboard, and the Bi-annual Employee Engagement Survey.





Ronnie Sadler currently serves as Performance Management Coordinator in Organizational Development in District Two. Ronnie is a certified ATD (Association for Talent Development) Master trainer.

Ronnie is Certified in CPM and is currently the Vice President of The Florida Gateway Chapter (FSCPM) for District Two.

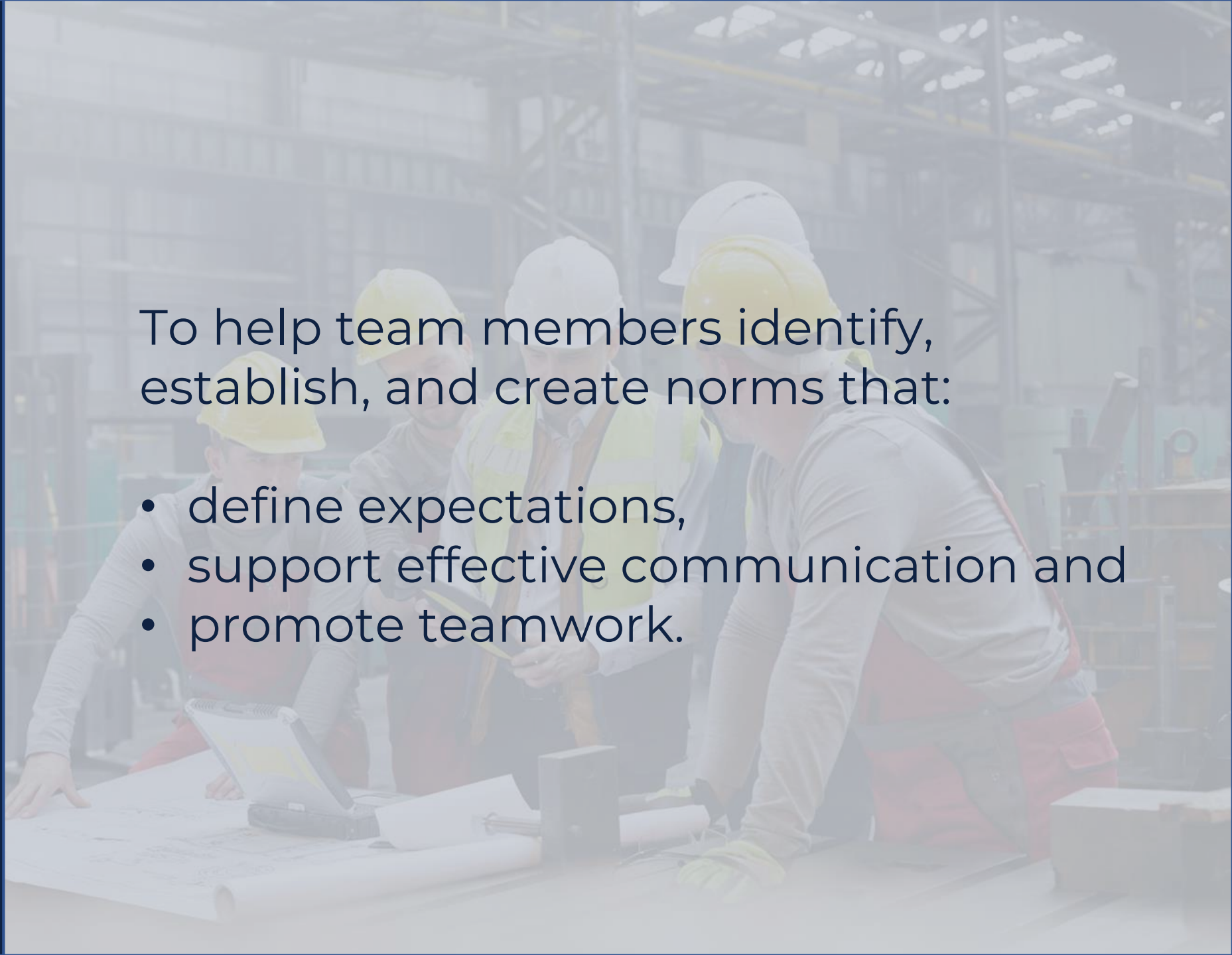
Ronnie is a Motivational Speaker, and Certified Coach . Currently serves as the D2 Awards Coordinator, and the Bi-annual Employee Engagement Survey liaison.

Ronnie has been the department 28 years. During his tenure here he has worked in Maintenance, Construction, District Materials, and Specification. Ronnie enjoys helping other employees become a better version of themselves.

Objective

To help team members identify, establish, and create norms that:

- define expectations,
- support effective communication and
- promote teamwork.



What are Team Norms?



Why are Team Norms Important?



What are Team Norms?

Team Norms are the shared expectations, values, and behaviors that guide the interactions and work of a team.

What are Team Norms important?

Team Norms are important because they provide a clear set of expectations for team members, which helps to establish trust and mutual respect among teams.

Stages of Team Development

Forming

Storming

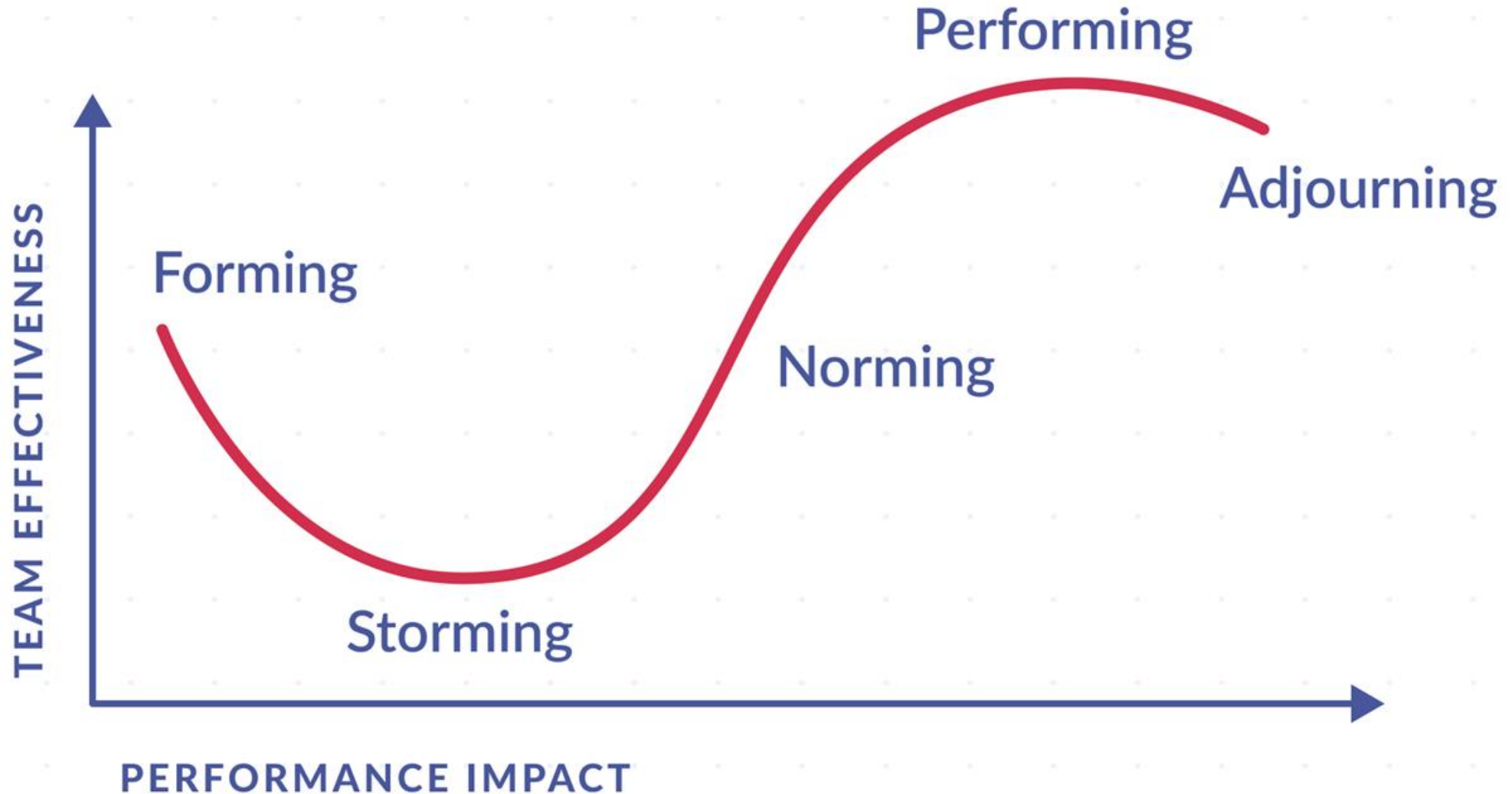
Norming

Performing

Adjourning



Stages of Team Development



Let's
Brainstorm



What are some examples of team norms?



**What Can We
Agree To?**

Kahoot
Team Norms Challenge



**Use Your
Team Norms
Throughout
This Academy!**

**Thank You!
And Enjoy Your Time
Together**

BREAK

