



## Instructions to Facilitators about the tools in Module 4

**This module** contains several different exercises that need to be facilitated.

**Ice-breakers: Personal Histories, Team-building Activities and Developing Positive Relationships** are self-explanatory and can be used at the facilitator's discretion during the session. The core module PowerPoint, entitled: **Module 4 Common Ground, Common Purpose: Relationships** can be used to introduce and review key ideas connected to the module.

For boards who request in-depth work on building their team and developing collaborative skills, the following sets of activities are highly recommended:

- **Overcoming the Five Dysfunctions of Board Teams**

**The Reflective Activity: Individual Exercise: Board Relationships, Exercise A: Team Assessment and Exercise B: Know Yourself** are linked to and meant to be used with the PowerPoint entitled **Module 4: Overcoming The Five Dysfunctions of Board Teams**. These tools are all based on the work of Patrick Lencioni (*Five Dysfunctions of a Board Team*) which is listed in the "References and Resources" section of the Trustee website for Module 4.

- **Team Development using the Appreciative Inquiry Approach**

**Exercise #1 Appreciative Inquiry (AI) – A team-building Process** and **Exercise #2 Appreciative Inquiry (AI) Interview Guide** are meant to be used together.

**Note:** Completing these two sets of activities will require a substantial commitment of time.

**Good Governance for School Boards**  
**Trustee Professional Development Program**

