

Building principles of partnership

Co-funded by the
Erasmus+ Programme
of the European Union



Erasmus+

Ene Kruzman, Kindergarten Tareke Estonia,
Kohtla-Järve



I've been working as a director of the kindergarten for more than ten years and I have always been attracted to the theme of collective cooperation.

Today, one of the professional skills that are required for a teacher is the ability to work in a team.

Possibility to work in a team as one, supports and develops each individual.

TEAM



The team is not just a group of people who can be bossy and can have a power. It is a group of professionals who have a common interest in achieving great results. The team doesn't hurt in any event anybody's feelings. On the other hand, everyone is engaged in a team that matches his abilities and capabilities. Each member of the team feels himself an important and essential person and it is known to be the most important prerequisite for professional satisfaction.

Team members need to be sympathizers of the three key issues relating to cooperation:

- **a common purpose and common methods for achievement of results;**
- **to have common motivations;**
- **to have common values.**

Team members must respect each other and should be well psychologically fit.

However, one person's work has limited abilities. Two people, or even a group of professionals are capable for more. In theory, the more members of a group is, the more it will achieve. It is better when each member of a team is responsible for a particular work.



There are five principles of teamwork:



- 1. sense of unity and trust;**
- 2. cooperation;**
- 3. team work for a better result;**
- 4. creation instead of the stereotypical activities;**
- 5. endogenous team or team performance.**

Good cooperation with the most important features are following:

- **trust and working s on towards each other;**
- **friendliness and constructive criticism;**
- **free expression of personal opinion on their consideration of issues relating to the whole team;**
- **a situation where The Principle does not pressure but recognizes team`s right to make collective major decisions;**
- **team members are well informed about their duties and tasks;**
- **satisfaction of belonging to a team;**
- **emotional involvement and mutual assistance in situations of high level (fraud, confusion, changing plans), which makes some members of the collective feel frustrated;**
- **each team member's responsibility to work, etc.**



What to do in order to achieve a favorable cooperation?

Learn to plan. When the head has a large number of plans at the same time , it often causes confusion and creates a feeling of incomplete projects that do not go out of your head. Spend a bit of time planning if it is possible and work on that plans as long as it is possible until you have got them clearly.

Confess and make constraints. Nobody is perfect but many of us set our perfect and unreached goals. That is why we often feel powerless or inappropriate, regardless of how well we have done nothing. Set achievable goals.

Unplug your mind. Sometimes it is necessary to escape from problems and have fun. Find the activity that fascinates you and you will like it.

Be positive. Avoid others reviewin. Learn to praise others for the things you like in them . Focus on the good properties of the companions.



What to do in order to achieve a favorable cooperation?

Learn to be tolerant and forgiving. Intolerance towards others leads to failures and anger. Try to understand what other people feel. This will help you to accept them.

Avoid unnecessary competition. There are many situations in life where we can not avoid competition. However, too much pursuit of victory in too many areas of life creates tension and irritation, making the person too aggressive.

Take regular exercise. It is better to follow the program that makes you satisfied.

Learn relaxation techniques. It is better to follow these techniques under the supervision of experts.

Tell about your inconveniences. Find a friend, a consultant, a psychologist or a psychotherapist who you can be open with . It takes your tension away.



What is necessary to do in order to make people work together

- It is necessary to formulate thoughts clearly(mutual understanding);
- creatively achieve the goals;
- work with different people in different ways;
- perceive the mood of the people;
- act in a consistent manner;
- listen to people: they have a lot of ideas.



In order to co-operation would be a success, the leadership should:

- examine the demands on each member;
- learn about opportunities for each member;
- to analyze what each member needs in order to meet future requirements;
- to set to each member development goals and achievements to be informed;
- to create opportunities for members to perform tasks on time and supplement vocational skills;
- to ensure cooperation conducive microclimate.



Teamwork requires communication

Communication is a complex process. It is cooperation, exchange of information, people's attitude to each other and understanding the process. In order to live, people need to communicate with each other.

The most difficult is the interaction with a companion to listen to the conversation. (Organizer of the "Do you know how to listen").

The communication is the most important components of nonverbal expressions. Facial expressions, postures, gestures, physiological reactions and mannerisms, the way a person sits and walks, express the inner state of the will regardless.



Certainly, it is necessary to possess a culture of communication

What is meant by the term "communication culture"? How to characterize the elements upon which it is composed?

These are questions we looked for the answer together.

The communication partner is a full-fledged participant in the exchange of information. Communication culture includes the ability to hear, to understand the interlocutor's point of view. Communication must be free of aggression.

We equipped ourselves with Dale Carnegie communication techniques. There is a special communication technique demonstrated by the psychologist and scholar Dale Carnegie.



Co-operation can not be performed without conflict

The conflict is a clash of opposing goals, interests, positions, opinions or views. Conflicts create for a long time confused relations system, creates a state of stress and dissatisfaction with their work.

V. A. Suhomlinski has written: "The conflict between teachers or in collective is an accident. The ability to prevent conflicts is one of the teacher's pedagogical wisdom. This wisdom not only keep the team growing strength, but also creates it. "

Long-term relationships develop and persist due to the productive conflict. Conflicts can not be suppressed, lies in the development team.



To avoid conflicts, it is necessary to learn tolerance

Collective meeting to find out what the thing is tolerance.

We made a collective development of tolerance with the following exercises: "Who do we like?", "Trade places", "Find and tap" and "Face to face".

If the team is free of destructive conflict, it feels a spiritual unity and its members are well motivated and efficiently active.



The Head must create our feeling

A good leader is a leader whose collective works under normal circumstances, feeling independence and responsibility. Everyone has their own role in a collective.

In order to work collectively as a team, The Head must systematically organize team events:

- **workshops concerning the program and its components, problem solving situations, health topics and projects;**
- **seminars;**
- **common professional skills upgrading courses;**
- **exercises;**
- **cooperation skills by training, games and tests;**



We make New Year's table



Health trail





Week of Health / three times a year /



Aerobics





Aqua aerobics and sauna



Festival of cabbage



Watermelon Festival



These events will develop in a team members kindness and skills to:

- establish a relationship of trust with each other;**
- work and act together;**
- coordinate activities with others, and to fulfill all tasks;**
- resolve conflict situations;**

All this helps colleagues to get closer to and rise collective feeling as one.

Thank you for attention!

We wish You a great teamwork!