

Team build via community engagement...for the price of a picnic lunch!

Paul Rayner

When budgets are tight and team morale is low, it's time to look for more cost effective ways of team building.

Right now you may be...

- Cutting costs and possibly considering restructuring?
- Needing to rapidly form, engage and refocus your people?
- In desperate need of some silo busting?
- Nervous about blowing \$1000's on the usual team building solutions?

Your employees may be ...

- A bit disengaged or distracted (some were anyway!)
- Unhappy about the 'usual' budget cuts - Training, Travel, etc.
- Feeling like survivors – if some colleagues have gone
- Feeling like the big focus on 'Employment Brand' is now on hold!

In the community...

- Volunteer time is taking a massive hit as the recession bites
- There's less funding as trusts collect less pokey money, deposit rates reduce and people donate less

Use a community project to team build, engage your employees and feel good giving something back.

The classic 'team building' solution is typically several grand spent with some highly strung, power dressing, extrovert telling you about their amazing life, or worse still with some wannabe SAS commando who pushes your team around some forested commando course, staring at each other's bums!

Instead, for the small cost of a picnic lunch, you could take the team out for half a day and help out one of thousands of community organisations. If your people don't want to muck in, they can use their 'day skills' for a few hours to help organisations who can't afford the corporate skills you have on tap.

In short...

- **Build morale without blowing the budget**
- **Improve employee engagement**
- **Build a positive brand in the community**

To find out more about setting up and selling the concept to your team - email me for a copy of my free e-booklet 'Employees in the Community' [email: paul@workingwords.co.nz]

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A bit about the author...

Paul Rayner is a past Chairman of Volunteer Wellington and previously managed Westpac's Wellington based employee-in-the-community [EITC] projects.

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