

Session Description

Relationships impact retention. The more staff, faculty & students interact, the more opportunities to develop community & improve retention. Learn interactive activities that can enhance your message, improve relationships and impact retention! Expand your tool bag with the latest and greatest ice breakers and teambuilding activities to increase morale and communication on your campus. This interactive session will also cover meeting and retreat themes to get the greatest impact.

Breaking the Ice & Building a Team Unit to Impact Retention

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Ashley Hailston

Executive Director of Student Services

- Joined proprietary education in 2004 with a passion for retention
- No greater gift than to take the time to learn about another person
- Strongly feel that every meeting should be a training/ teambuilding opportunity.

Breaking the Ice & Building a Team Unit to Impact Retention

- Relationships have an impact on retention!
- Learn ways to increase moral and communication on your campus
- Discuss meeting and retreat themes & best practices
- Learn immediate takeaways that will enhance your message, improve relationships, develop community and impact retention!

Breaking the Ice & Building a Team Unit to Impact Retention

- Goal in retention is to develop a strong sense of **community**
- Create a **sense of belonging** for students, staff and faculty
- Create a team unit, or a cohort group
- Establish relationships between **STUDENTS, STAFF, & FACULTY!**

Opportunities on Campus

- Build Relationships among Students
- Build Relationships between Students & Staff
- Build Relationships between Students & Faculty
- Build Relationships between Departments
- Build Relationships within a single Department

Opportunities on Campus for Teambuilding

- Orientation/Graduation Preview
- Class meetings
- After school events & activities
- Staff/Campus Meetings
- Training Retreats

Building Relationships between Students

- Taking student interaction to the next level to develop a strong sense of community
- Students keep students accountable
- Focus on cohort group
- Focus on program

Building Relationships between Students & Staff

- Students need to make connections with staff.
- Students need to know who can help them reach their educational goals.
- Staff Introductions when new hires begin
- New Hire introductions in student newsletter

Building Relationships between Students & Faculty

- Learn about current teachers
- Learn about future teachers
- Learn about key people in their program
- Program activities and events to engage students & faculty together from the beginning.

Building Relationships between Departments

- Important to work together
- Work better when we all understand each other
- Bulls eye vs. Silo

Building Relationships within a Department

- Departments that can't get along with each other can't improve retention
- The culture should support Teamwork
- Adjuncts and part-timers need to be connected too

School Morale

- It all starts & ends with teachers in the classroom
- Happy Teachers...Happy Students...
- Happy students...High Retention...
- Happy Teachers feel a part of the school...no matter how much or how little they are on campus.

YEAH!!!

**Time to MOVE
AROUND**

Creatures of Habit....

Making Change Easy

- Card game
- Birth Date order (1, 2, 3, 4)
- Birth Month order (Jan., Feb., Mar., April)
- Shoe Size (6, 7, 8, 9)
- ABC Order by middle name

Definition of an Ice Breaker

A stimulating and thought provoking activity that educates and entertains with the intent of leaving a permanent and long lasting impression while increasing communication and cohesiveness of the peoples involved.

Ice Breaker Examples

- Force Choice
- Thumb Ball
- Truth, Truth, Lie
- Human Bingo
- Human Scavenger Hunt
- Snowball Fight

Force Choice

- Coke VS. Pepsi
- Water vs. Soda
- Eating in or eating Out
- Reading or watching TV
- Here or There
- Beach or Snow
- Clean bed sheets or Clean bathroom
- Clean towels or clean bed sheets
- Clean floor or clean sink
- Clean counter or clean coffee table
- TV on or TV off
- Alarm Clock radio or alarm clock BEEP BEEP
- Dog or cat
- Neat or Messy
- Bed made or bed unmade
- Balanced checkbook or debt card mayhem

Thumb Ball

1. How many tattoos do you have?
2. What is your favorite dessert?
3. If you owned an enormous yacht, what would you name it?
4. If you could add any word to the dictionary, what would it be?
5. What is the longest period of time you've spent in a car?
6. What is the best advice you've ever received?
7. What hobby have you ever wanted to pick up?
8. What is your favorite vacation spot?
9. What two television channels do you watch most frequently?

Truth, Truth, Lie

1)

2)

3)

Human Bingo

Find someone whose first job was in a pizza shop-	Find someone whose first job was as a local disc jockey	Find someone whose first job was working for a hardware store.	Find someone who has a Christian internet broadcast worldwide three times a week	Find someone who loves all things on HGTV
Find someone who first concert was M.C. Hammer	Find someone who likes to play golf-	Find someone who loves to sing-	Find an extreme rollercoaster fan	Find someone who likes to ride a motorcycle-
Find someone whose first job was working for Piggly Wiggly	Find someone whose first job was working at Express-	Find someone who loves to read	Find someone who loves to cook for others	Find someone whose first job was working at Arby's
Find someone who attended a semester of college overseas	Find someone who taught Agriculture at a high school	Find someone who was prom king in high school	Find someone who played softball for 13 years and went far with the sport	Find someone whose first job was teaching gymnastics

Human Scavenger Hunt

- FIND...
- A person who did not get much sleep last night
- A person who did not eat breakfast today
- Someone who is involved in their church
- Someone who has a job
- Someone who is looking for a job
- Someone with a child

Snowball Fight

**Something you didn't know about
me...**

Teambuilding

- Teambuild to get people sharing
- Teambuild to get people working together

Yarn Web

- 2-3 colors of yarn
- Ask a question (one question per color at a time)
- Q1- Someone on the team you admire the most
- Q2- Someone you wish you knew better
- Q3- Someone you owe a thank you too
- Pass around and make a web

Yarn Ball



Yarn Ball



Yarn Ball



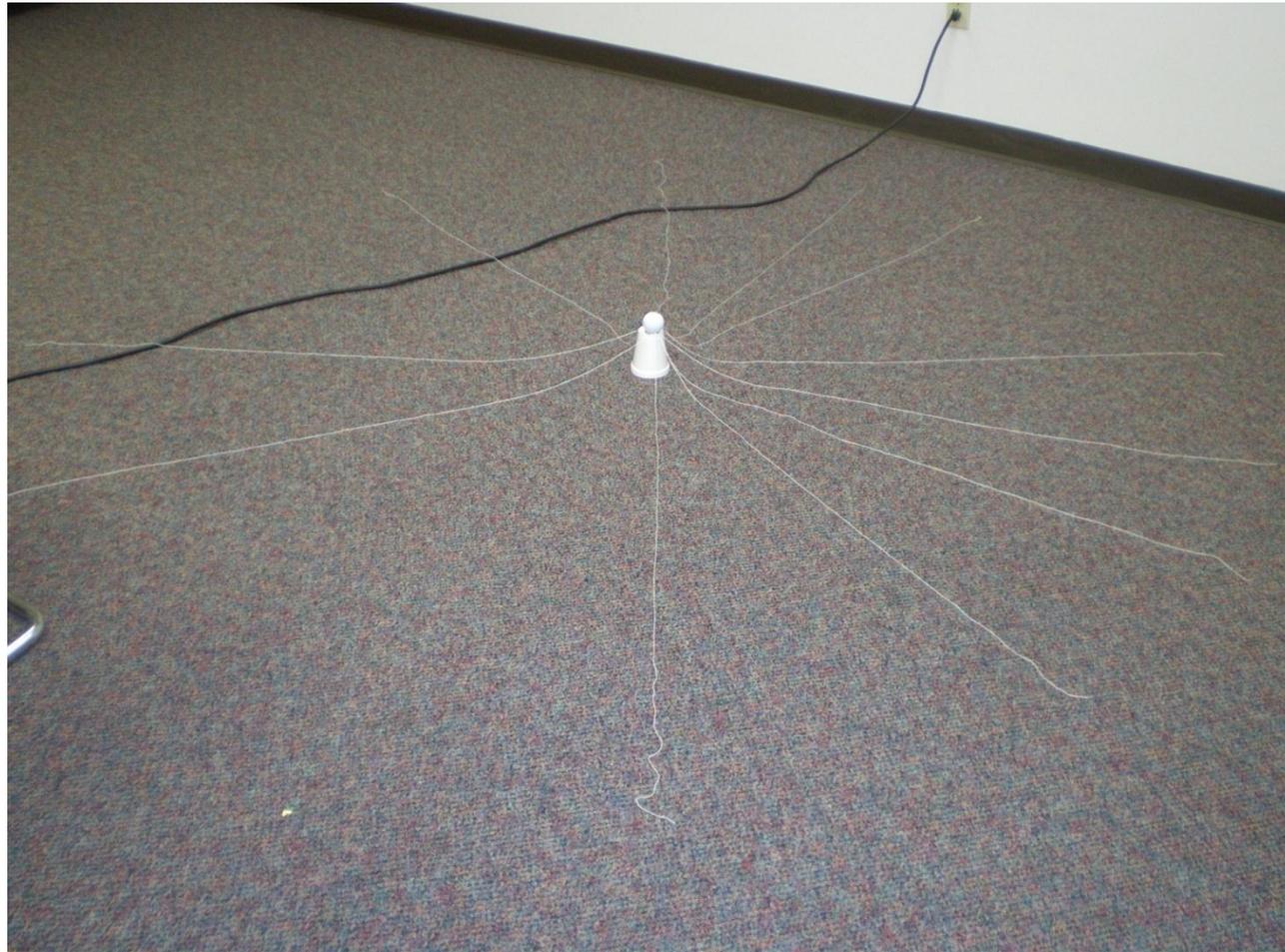
Teambuilding to WORK TOGETHER

- Golf ball Challenge
- The Quest

Golf Ball Challenge

- Two cups, a key ring & a golf ball with string
- Move the golf ball on the key ring from cup to cup

Golf Ball Challenge



Golf Ball Challenge



Golf Ball Challenge



Golf Ball Challenge



The Quest

- Break the team into groups (3-5 people per group)
- Give each team a team number
- Start calling for items & the team number.

The Quest

- Divide the room into teams with a team number. I number off in groups of 4.
- Draw a line that the teams must stay behind
- When something is called out, one person (or more depending on the request) must run to the front of the room with their team number.
- We will give the quest about 45 seconds and then it will close.
- To close the quest, everyone says 3,2,1, is quest is now DONE
- Send to the front with their team numbers:

The Quest

- Someone wearing a school T-Shirt
- A sales Receipt
- Copy of your newsletter
- Sock with a hole
- Watch on your right hand
- One shoe lace out of the shoe
- Belt
- Photo
- Three legged race
- Drivers license out of the wallet
- Lipstick
- Associate ID badge
- Business card
- Notes from meeting
- Highlighter
- A penny, nickel, dime, & a quarter

Meetings, Trainings, Retreats oh my

- Theme Sources
 - Websites
 - Phrase
 - Monthly Observations
- Awards
- Take Away

Meetings, Trainings, Retreats oh my

- Theme Examples

- Kentucky Derby- Race for Retention
- Baseball- Knocking Retention out of the Park
- It Takes a Village to Impact Retention
- Changing Latitudes, Changing Attitudes

Baseball Retreat



Baseball Retreat



Baseball Retreat



Student Services Retreat

Summer 2009

Get 'em on,
Get 'em over,
Get 'em in!!

Baseball Retreat



Baseball Retreat



KY Derby Retreat



KY Derby Retreat



KY Derby Retreat



KY Derby Retreat



KY Derby Retreat



Meetings

- Great Things Are Happening...
- Fun Fact Trivia
- Quotes relating to the meeting
- Add interest or excitement factor

Student Who Never Came Back

It amuses me to think that your organizational spends so much time looking for new members when I was there all the time.

Do you remember me? I'm the one who was asked to enroll. I paid my tuition and then I was asked to be a loyal and faithful member of the student body.

I'm the one who came to every class, but nobody paid any attention to me. I tried several times to be friendly, but everyone seemed to have friends to talk to and sit with. I sat down among some unfamiliar faces several times, but they didn't pay much attention to me.

I hoped that someone would ask me to join one of the committees or somehow participate and contribute, but no one did.

Finally, because of illness, I missed a class. The next week, no one asked where I had been. I guess it didn't matter very much whether I was there or not. On the next meeting date, I decided to stay home and watch a good television program. When I attended the next class meeting, no one asked me where I was the week before.

You might say that I'm a good person, a good worker. You know who else I am? I'm the student who never came back."

Change Activity

Pick a partner

Stand back to back

Improve your appearance

Find the improvements your partner made

Sit down

Reference Materials

- ThumbBall.com
- TED.com-inspirational material
- Crownawards.com
- ResLife.Net
- ResidentAssistant.com
- Brownielocks.com

Question & Answers

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Please send me an email
if you want any
materials from today's
presentation.

