

## TEAM HCE LEADERSHIP INSTITUTE WORKSHOP

Open the workshop with the **HCE TEAM** and their coach tossing a ball around.  
*Not much energy.*

*Cast: Each cast member will have an identity card with their roles printed on them. Coach/President (Sally), T/V.P.(Karen), E/Sec (Linda S.), A/Treasurer(Janet), M/Committee Chair(Mary), and Advisor(Gloria).*

**Sally:** “All right team, who is leading the squad today?” (*Players all look at each other and shake their heads*) “That’s the trouble with this team, nobody wants to be a leader”.

**Karen:** “Trouble? Don’t look at me, I’ve been doing the job for two years already and I am not going to do it this year. The trouble is you can’t count on the extra players.”

**Linda S:** “Me? I’m not the Trouble. You’re the Trouble. I’m just the Extra, the bench sitter. I said I would take the job as long as I didn’t have to do anything.”

**Janet:** “Anything? Hey, don’t look at me. They told me YOU would do EVERYTHING, so I wouldn’t HAVE to do ANYTHING.”

**Linda S:** “EVERYTHING? Oh no, not me. (*looks at “Mary”*) Hey you over there, you’re supposed to be the Motivator. Why don’t you do it?”

**Mary:** “It’s not my job – my job is to keep the rest of you motivated, but I think I’d need a whole cheering squad to move any of you. This team has no enthusiasm.”

**Sally:** “Hey listen!”

*(Cheerleaders in the background. Softly and gradually getting louder)*

“U, Rah, Rah, H C E --- U, Rah, Rah, H C E --- U, RAH, RAH, H C E”  
*(continue until you are in the room)*

**Doris:** “T – A good team player is TRUSTWORTHY”

“E – EACH must do his part.”

“A – ALL must work together.”

“M – Every team MEMBER is important”

“U, Rah, Rah, HCE” (*Cheerleaders continue as they leave*)

*Cast looks at each other shaking their heads.*

**Sally** “Boy, those cheerleaders sure made us look bad. I think we should start over again. How about you?”

*Team members all agree, and turn their identity cards over. They take their places at the table.*

*President Sally calls meeting to order, “I know that everyone is busy, but we really do have some important issues to discuss today, so let’s get started. Karen, has your committee had any success getting candidates for offices?” (Advisor enters tossing a fish up and catching it again, maybe blowing bubbles. Board members keep giving her odd looks, but she takes a seat and listens.)*

**Karen:** “ We have really been working on this, but all we seem to get is ‘no, I don’t have time for that.’ My committee members were good workers and really tried, but we are all getting discouraged. I think we need some new ideas.”

**Sally:** “Does anyone have any ideas for Karen? I thought that we had been “refired” last year, and it would be just a snap to recruit officers this year.”

**Linda:** “Well, when you look at the size of our binders, that might be enough to scare any of our members. Some of our job descriptions are pretty long.”

**Mary:** “I am on Karen’s committee, and one of the complaints I heard was that we aren’t very welcoming and that we don’t provide good training for our leaders. They don’t really know what’s expected of them.”

**Janet:** “I think that attitude is a very big part of this whole discussion. It’s so easy to sit here and talk about reasons why we have problems getting officers, but the hard part is coming up with real solutions.”

**Sally:** “. Our state president’s theme this year is ‘Team Leadership – sharing the responsibilities and the rewards’ and I think we should start thinking about ways we might use teams to share responsibilities. Gloria, you said you had a video that might give us some more ideas. Did you bring that today? “

**Gloria:** “I sure did. I know you have all been watching me with my bubbles and fish, but let’s just watch the video, so you can see that I was trying to set the stage for “FISH”. There are four main ideas in this video. See if you can catch them and remember them.”

## WATCH VIDEO

**Sally:** “Did that give you any ideas?”

**Gloria:** “Did you notice the four major ideas in the video? How many of you got them all?”

**Janet:** “I sure noticed that one of them was “CHOOSE YOUR ATTITUDE”

**Gloria:** “ That’s right. Now what were the other three?”

**Linda:** “BE THERE”, but I am not exactly sure what that meant.”

**Mary:** “The other two were ‘PLAY and MAKE THEIR DAY’, and I guess I would have to think about those two also.”

**Gloria:** “You’re right. We do have to think about ways that we can apply those four ideas. I think we should ask everyone here to give us their ideas.”

*Introduce the brain storming session. A board member could be at each table as facilitator and make sure that we **are there**. Have each team appoint a recorder. Brainstorm for 15 minutes or so in question assigned.*

*Report back.*

Close with Cheerleaders leading everyone in an HCE Cheer.

