

commitment

excellence

curiosity

respect

nurturing

## Michigan Alumni Relations Professionals

Dr. Karl Rishe

June 20, 2024

## Check-In

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**What is one word to describe how you are entering the session today?**

# Agenda

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- **Welcome and Check-In**
- **Introduction**
- **What is team cohesion?**
- **How do we mess up team cohesion?**
  - Psychological Safety
- **Investigation of trust?**
- **Wrap up**

# Karl Rische

## Education

- Ed.D. University of Akron, Higher Education Administration and Leadership
- M.S. Grand Valley State University: Communications
- M.Ed. University of Akron, Higher Education Administration
- B.A. Saginaw Valley State University, Major: Communications

## Certifications

- Barrett Values Consultant in Developing Leaders, Cultivating Culture, and Transforming Organizations
- Emotional and Social Intelligence 360
- Strategic Planning S.O.A.R.



## Community Engagement

- Dolphins Parent Swim Board President
- Midland Area Youth Football League K-2<sup>nd</sup> Coordinator
- Site Lead: National Guard COVID-19 Clinic



## Executive Leadership

- Strategic Planning and Execution
- Non-Profit Operation and Funding
- CEO Development and Succession
- Employee Development and Engagement
- Team Development and Conflict Resolution





“ Unleashing  
greatness.

# Facilitation vs Presentation

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# Team Cohesion

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# Grow it or Kill it.

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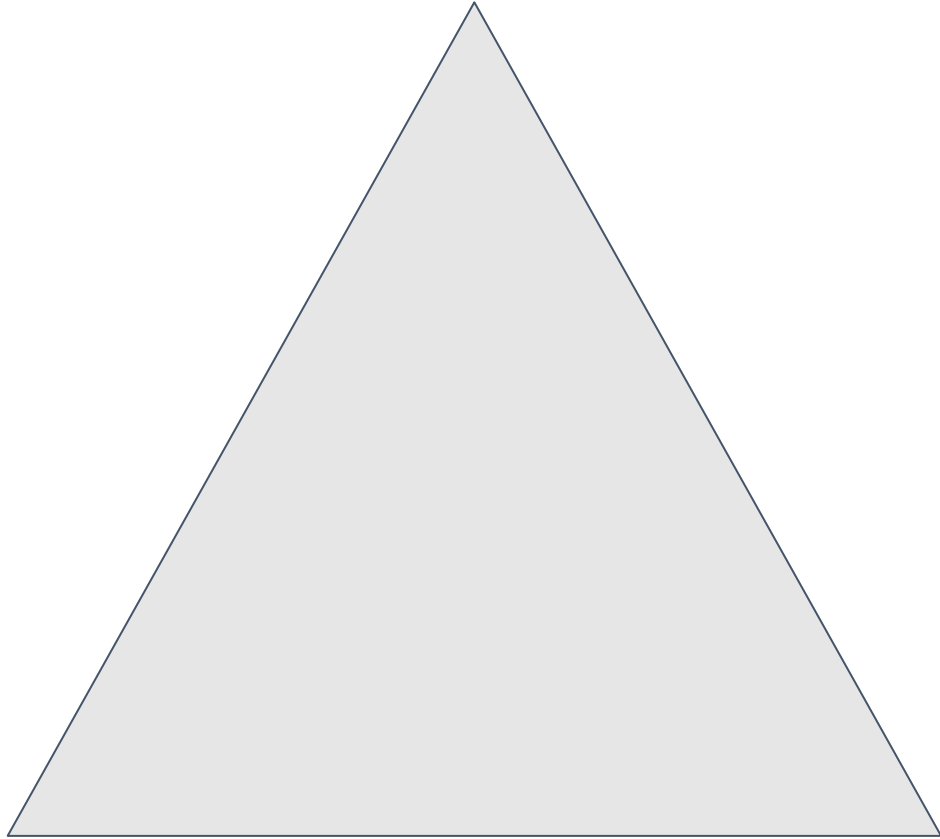
**How would you encourage team cohesion?**

**How would you discourage team cohesion?**



# Psychological Safety

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**Challenger Safety**

**Contributor Safety**

**Learner Safety**

**Inclusion Safety**

# Trust

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**Myth 1: You either have it or you don't.**

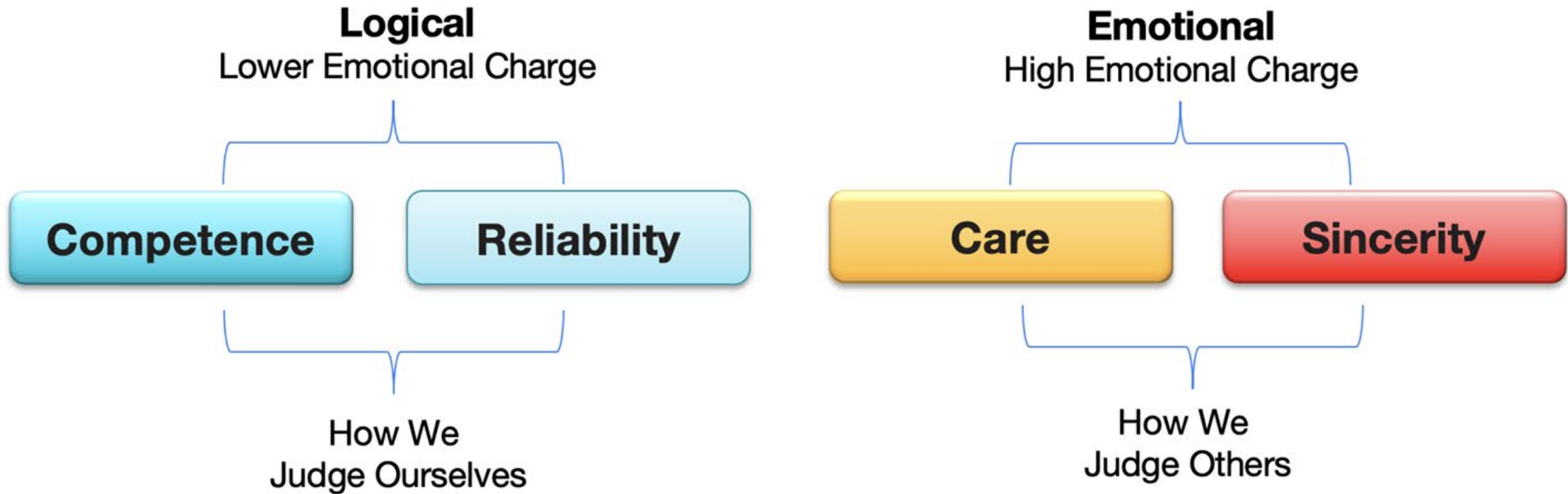
**Myth 2: I am logical with trust.**

**Myth 3: We believe we are trustworthy.**

**Trust:** Choosing to risk making something you value vulnerable to another person's actions.

Low Risk

High Risk



# If you understand that it is important, and you know how to do it then...

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|           |          |            |
|-----------|----------|------------|
| Knowledge | Practice | Discipline |
|-----------|----------|------------|

## Check-Out

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What is your biggest takeaway as you are leaving the session today?