



BUILD A STRONG AND EFFECTIVE ICP PEACE TEAM

*“Unity is strength. . .when there is
teamwork and collaboration, wonderful
things can be achieved.”*

-- Mattie Stepanek, poet, peacemaker



TEAMWORK
SUCCESS TOGETHER

Six Steps to Form a Local ICP Peace Team

1. The local **Peace Team Liaison** or "**Team Guide**" forms a core Team of 5 to 12 members.
2. Together, the Team identifies challenges and creates an **Action Plan** for long-term solutions.
3. **Weekly or bi-weekly scrums (i.e. quick meetings)** are held online or face-to-face to ask three productivity questions (see training package #3 on Action Plans and #4 on Agile Teamwork).
4. Monthly face-to-face scrums are held locally to identify lessons learned and find **opportunities to improve** "how" actions are being done.
5. Quarterly Scrum-of-Scrums between **regional teams** share learning experiences.
6. **Sharing of cross-regional successes** helps activate unified and sustainable global peace.

Work Local, Connect Global™

Eight Reasons a Strong Peace Team is Essential

1. Inspire more **volunteers** and active core members.
2. Build **unity and compassion** in the wider community.
3. Develop your **reputation and authority** as a leader.
4. Add **strategy and innovation** to your current peace work.
5. Convince donors, **sponsors** and granting organizations of the practicality of your work.
6. Increase **safety**: freedom from danger, risk or loss.
7. Increase **prosperity**: freedom from hunger, homelessness, and other basic needs.
8. Increase **quality of life** through education, good works, flow of information, human rights, equality, justice, and the ripple effects of a deeper culture of peace.

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Four Personal SKILLS of a Liaison/Team Guide

1. **Skillful communication** builds a strong team environment. Practice active listening and face-to-face communication, if possible. Be respectful and friendly, show confidence, share feedback, be responsive to the needs of others, and practice empathy and compassion. Be clear about responsibilities as well as goals and objectives.
2. **Time Management** is the process of planning and making the best use of your time.
3. **Critical Thinking** is actively observing how actions are working toward more safety, prosperity, and quality of life for all in the community. Reflect upon and communicate to yourself and your Team the results and your experiences. Compile and synthesize what you have learned. Evaluate whether your actions are working effectively then reason next steps and let critical thinking be your guide.
4. **Collaboration** is working together to achieve mutual goals. Be open minded and flexible. Adapt to changing circumstances. Be willing to listen and try new ideas. Work together.

Essentials to Ensure an Effective ICP Team

- **The Team Guide** must be trustworthy, respected, innovative and be able to delegate workload and motivate Team members.
- **Small Teams are more productive;** as a rule of thumb, if the number on the core Peace Team is between five and twelve members.
- **Clarify roles for each Team member.** Clearly define responsibilities that are unique so that each can thrive within overall Team successes.
- **Volunteer** numbers are only limited by the Team's ability to utilize and encourage their talents.
- **Encourage a collaborative environment** where each Team member can ask questions and feel their input is valued.



Create an Ecosystem of Community Peace

1. **Increase conflict resolution skills on the Team and wider community:** Conflicts can always occur but in a strong Team environment, members resolve the conflicts themselves, which strengthens relationships on the overall Team.
2. **Encourage healthy risk-taking:** When Team members enjoy high support, they feel safe, which increases the ability to take calculated risks and try innovative ideas.
3. **Improve productivity:** Working on a team has been shown to inspire people to work harder, as team members help motivate each other.
4. **Boost morale:** Send positive energy to other team members, which increases the feelings of belonging, helps people feel more connected, and makes it a fulfilling experience for all.



Ecosystem Continued...

5. **Create a productive and cohesive atmosphere** in which all Team members are honored and can focus on the work at hand.

6. **Have patience and understanding** that it will take time to establish a working Team and for Team members to find how they can best contribute.

7. **Express appreciation** and recognize the contributions of members of your team. It will encourage connection to the Team and encourage more productivity.

8. **Offer help** and fill in where needed to grow a cohesive Team that meets deadlines and maintains quality.



NOTE: There will be a Drawing each quarter for a special gift if you take the Multiple Choice Test for all three Training Packages: Peace Teams, Action Plans, and TeamBoards. Good luck!

JOIN THE ICP COLLABORATIVE WORKSPACE!

**Share your Action Plan!
Get more Tools and Attention.**

If you haven't already joined, Google Workspace for International Cities of Peace is free and highly recommended. ICP Liaisons are eligible for more productivity tools as well as a collaborative workspace to share, collaborate, meet, learn from, and inspire others. **NOW YOU CAN:**

1. **Upload** your Action Plan to be considered by ICP Facilitators and potential Sponsors.
2. **Access** training packages and classes.
3. **Share** documents, forms, and information.
4. **Save** files/ photos in the ICP Google Drive.
5. **Utilize** an expansive environment for productive and effective peace building in your community.
6. **Expand** your network and meet other peacebuilders.

*We want to know of your goals and successes.
Others will be inspired.*

Request to JOIN ICP Google Workspace!

Send an email to:

ICPworkspace@internationalcitiesofpeace.org