



#AfterschoolSYM2025

# TEAMBUILDING FOR LEADERS

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HTI Catalysts

## PRIME TIME PALM BEACH COUNTY AFTERSCHOOL SYMPOSIUM 2025

Empowering Young Minds, Engaging Communities, Creating Lasting Impact

### Partners



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A close-up photograph of a branch with several pink cherry blossoms. Some flowers are in full bloom, showing yellow stamens, while others are still buds. The background is a soft-focus view of more blossoms and green leaves against a light blue sky.

# Opening Moves



# Opening Moves

Welcome! & Grounding

Community Builder

Agenda Review & Session Objectives



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# Grounding







One Takeaway from the Symposium so far





Hold me accountable to follow through!!







Why You Chose This Session



# Session Objectives

1

Consider the value of high-functioning teams.

2

Experience the process of team-building with colleagues.

3

Be introduced to a set of common purposes of community builders and a process for identifying an appropriate activity



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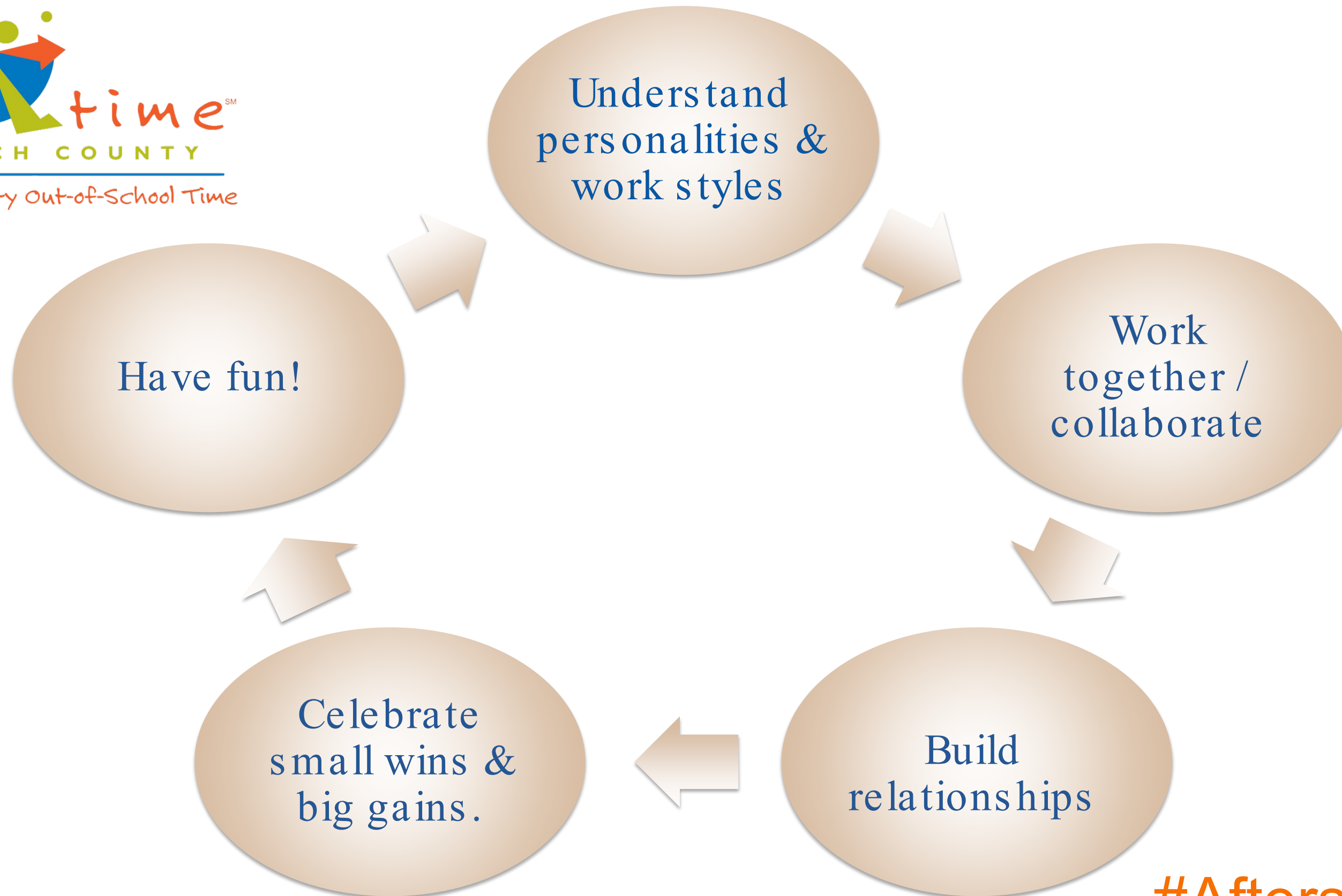


# Agenda



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# Five Key Outcomes for Team-Building



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# STRATEGIES FOR TEAM-BUILDING

- Understand personalities & workstyles: **Who am I?/ Leadership Compass Points**
- Work together / Collaborate: **Communication Theatre**
- Build Relationships: **Community Builders / Rituals & Routines**
- Have Fun: *(you tell me!)*
- Celebrate small wins & big gains: **Closing**



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# Five Key Outcomes for Team-Building



Understand  
personalities &  
work styles

**Who am I?**



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# Identity



Identity is a combination of your physical, cultural and behavioral traits that define who you are. This set of characteristics allows you to be definitively and uniquely recognizable.



# Identity

Identity is a **combination of your physical, cultural and behavioral traits that define who you are.** This set of characteristics allows you to be definitively and uniquely recognizable.



Your name is part of your identity, as is the form and color of your eyes and your fingerprint.



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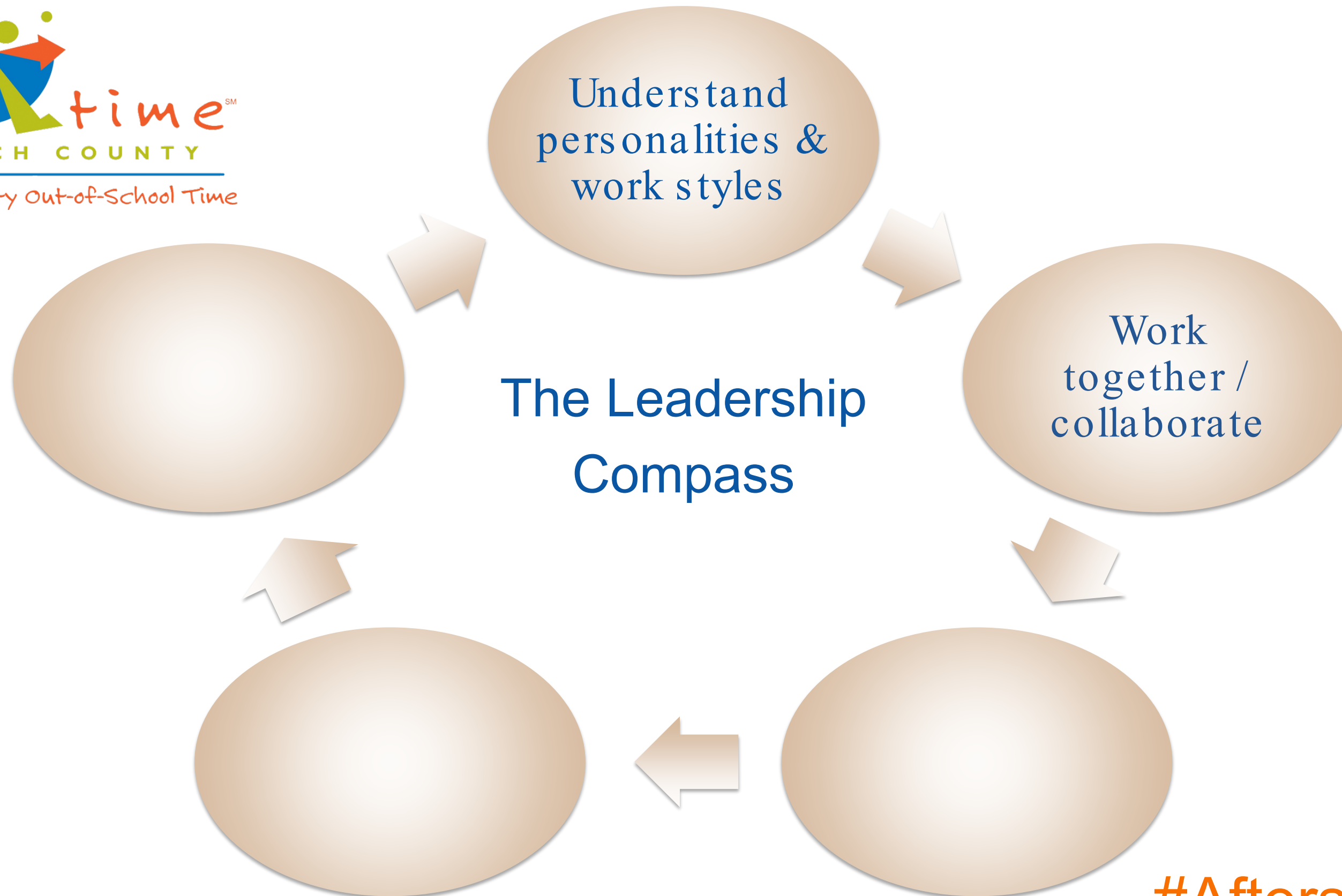


Write your entire name on a piece of paper.

Write the story of your name below it. (any history or meaning associated with your name, who you might have been named after, if you've ever been embarrassed by your name, any changes in your name over time, any nicknames etc.)



# Five Key Outcomes for Team-Building



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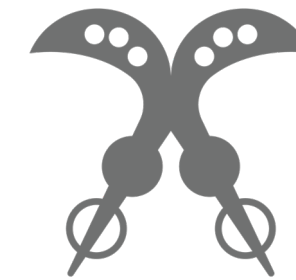
# Your Compass Points





# The Leadership Compass

North (warrior)  
**ACTION**



West (teacher)  
**ANALYSIS**



East (visionary)  
**BIG PICTURE**



South (healer)  
**CARING**



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# Sources of the Compass Points

## The Medicine Wheel and the Four Directions: An Indigenous Tradition

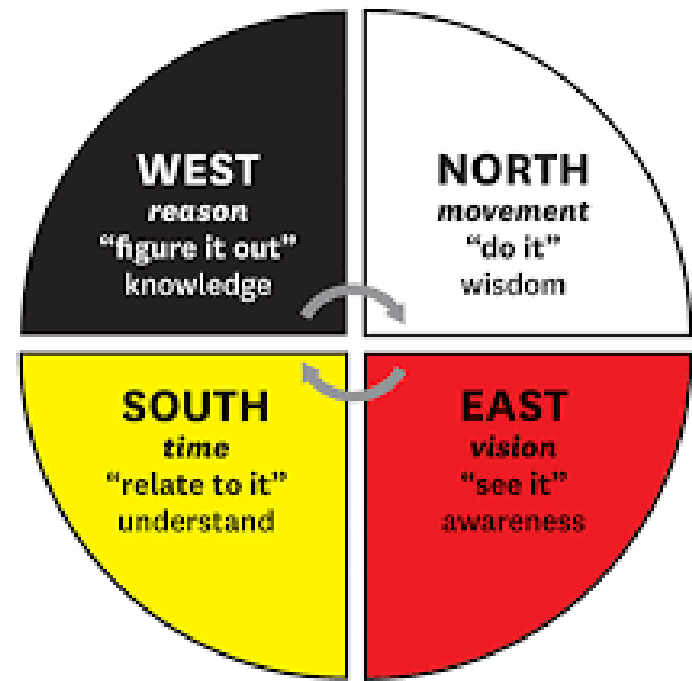
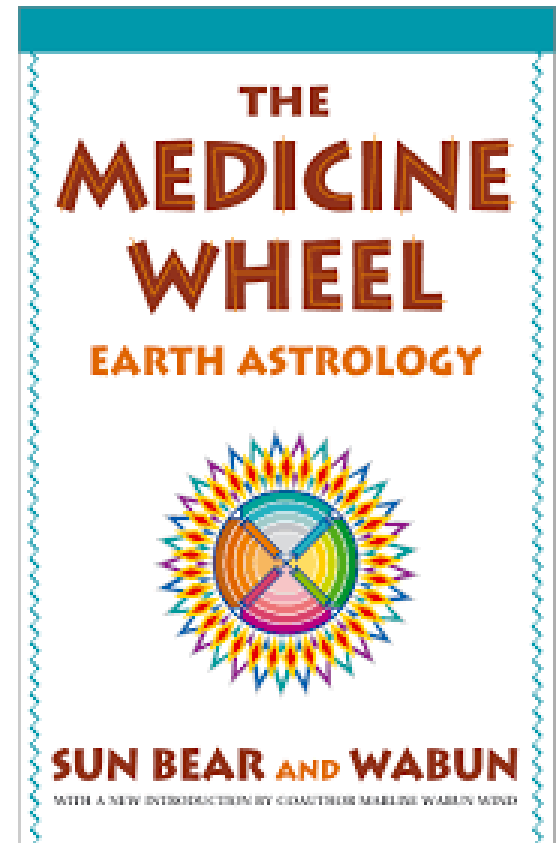
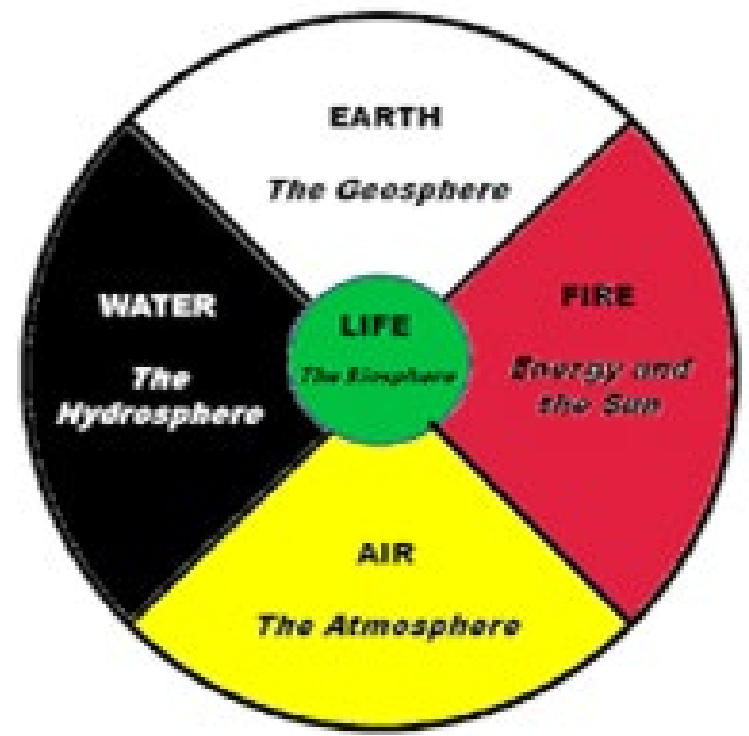


Figure 1: Gifts of the Four Directions



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# Folami's Compass Points

## South — Empathy

50%

### Strengths:

- Builds strong relationships and creates inclusive environments
- Ensures everyone's voice is heard and valued
- Maintains group harmony and supports others' wellbeing
- Sensitive to the human impact of decisions

### When overused:

- May avoid necessary conflict to preserve harmony
- Can have difficulty making tough decisions that might upset others
- Might prioritize relationships over needed change

## West — Analytical

10%

### Strengths:

- Provides careful analysis and thorough planning
- Pays attention to important details and processes
- Asks insightful questions and ensures decisions are well-informed
- Develops logical solutions to complex problems

### When overused:

- May get caught in "analysis paralysis"
- Can resist action until every detail is perfect
- Might appear overly critical or detached

## North — Action

0%

### Strengths:

- Action-oriented, decisive, and results-driven
- Provides direction and keeps things moving forward
- Thrives on challenges and readily takes initiative
- Cuts through obstacles to achieve goals

### When overused:

- May act too quickly without sufficient input
- Can appear impatient with others' processes
- Might overlook the emotional impact of decisions

## East — Vision

40%

### Strengths:

- Sees the big picture and future possibilities
- Generates creative ideas and thinks outside the box
- Inspires others with vision and innovation
- Readily embraces change and new approaches

### When overused:

- May focus too much on possibilities without attention to implementation
- Can overlook practical constraints or details
- Might start new initiatives before completing current ones

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# Folami's Compass Points

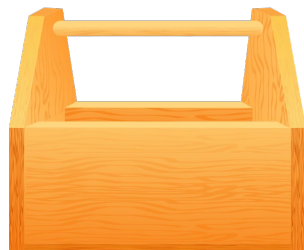


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# Assessment Time

In what direction do you lean? 10 items



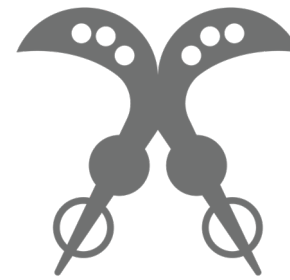


## Your Compass Point

What is one thing you want others to understand about your Compass Points leadership workstyle?

# The Leadership Compass

## North (warrior) ACTION



- May disregard others' feelings
- Enjoys challenges and newness
- May take too much responsibility
- Can produce hasty incomplete work

- Likes to be in control
- Comfortable in the lead
- Quick and to the point
- Motivates others to get work started or keep it moving
- "Just do it!"



# The Leadership Compass

- Supportive to colleagues and peers
- Intuition regarded as "truth"
- Values words like "right" and "fair"
- Negotiator



- Feeling-based
- Looks for main themes
- Amiable leader
- Wants everyone's feelings to be considered and their voices heard before acting

South (healer)  
Caring



# The Leadership Compass

- Great at solving problems
- Creative and idea-oriented
- Understands mission and purpose
- Expressive communicator
- Sees the big picture
- Looks for main themes
- Wants to speculate about many possibilities before taking action.



**East (visionary)**  
**Big Picture**



# The Leadership Compass

West (teacher)  
Analytical

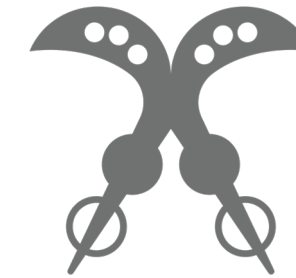


- Notices problems
- Practical, logical, and thorough
- Weighs all sides of an issue, balanced
- Follows procedures and guidelines
- Understands and analyzes information well
- Wants to know who, what, when, where, and why before acting
- Reliable to get things done and organized



# The Leadership Compass

North (warrior)  
ACTION



West (teacher)  
ANALYSIS



East (visionary)  
BIG PICTURE



South (healer)  
CARING



# For Your Reflection

## Compass Points

1

How can you leverage your primary direction's strengths while being mindful of potential excesses?

2

How can you better appreciate and collaborate with those whose primary directions differ from yours?

3

How might you intentionally develop greater capacity in your less dominant directions?

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# Assessment Tools

Compass Points

Hermann Brain Dominance Instrument

DISC

Enneagram

360° Feedback

Myers-Briggs Type

True Colors

Strengths finder

*Any assessment is a snapshot of who you think you are in that moment based on selfreflections. They help us identify why we do what we're doing.*



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# Other Assessment Tools

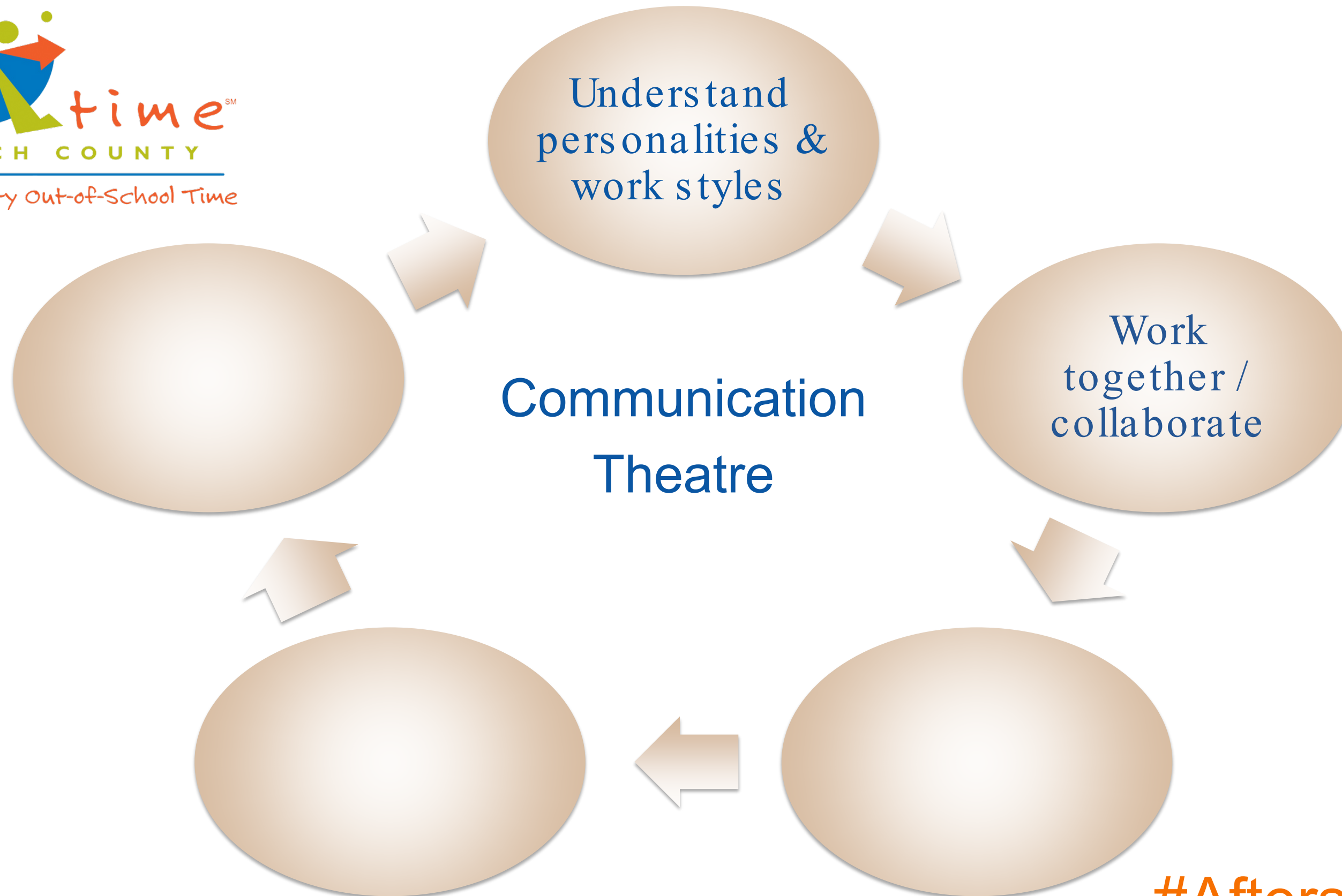


	Time	Cost	Simplicity
Compass Points	1	Free	✓
DISC	2	\$\$	✓
Enneagram	2	Free-\$	✗
360 Feedback	3	Free-\$\$\$	✗
Myers-Briggs (16 Personalities)	3	Free-\$\$\$	✗
True Colors	1	\$	✓
StrengthsFinder	2	\$\$	✓
Hermann Brain	2	\$\$\$	✗

Factors in Choosing  
Personality or Work  
Style Assessment Tools

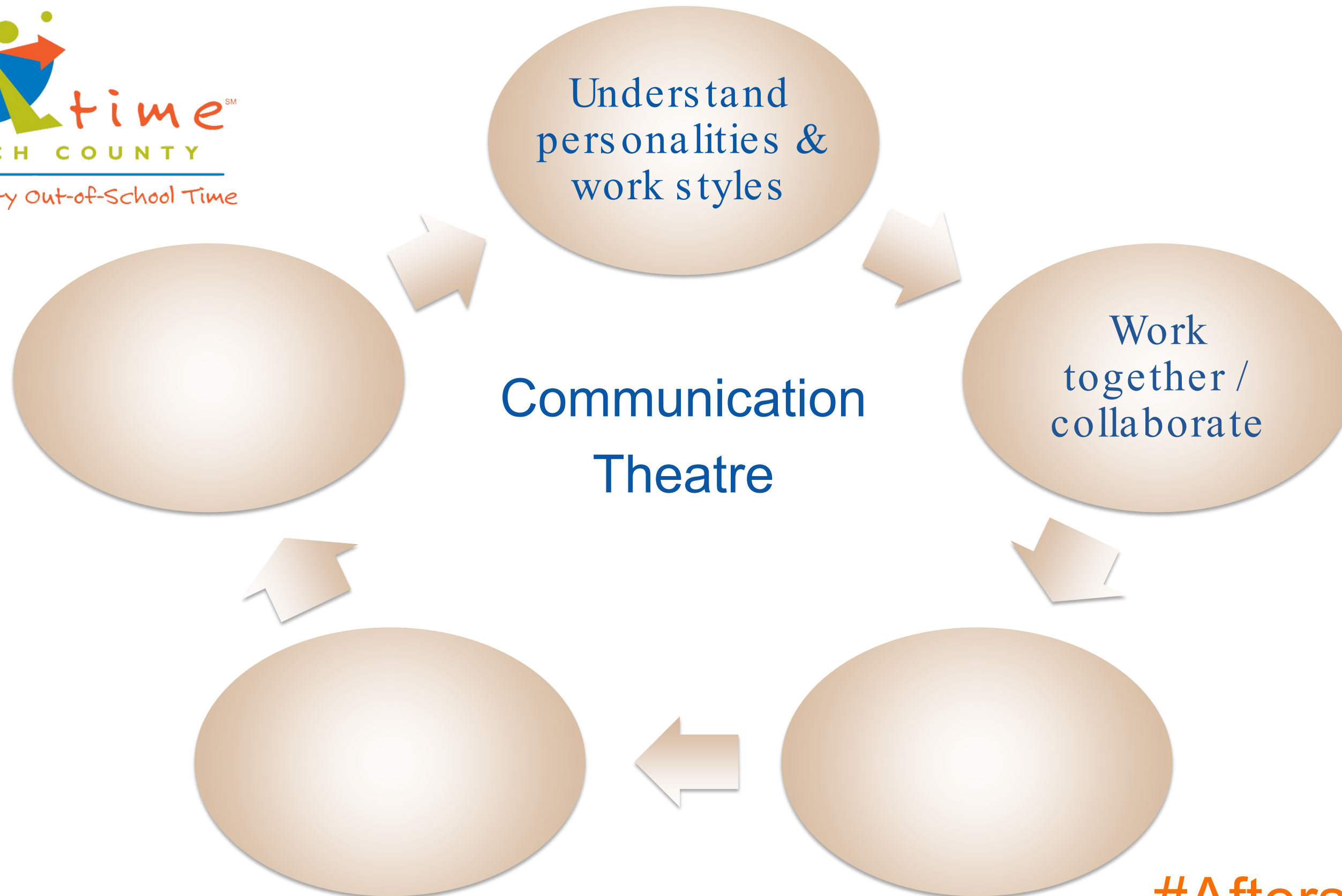


# Five Key Outcomes for Team-Building



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# Five Key Outcomes for Team-Building



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# COMMUNICATION THEATRE

Click to insert text



Click to insert text





## New Message



To

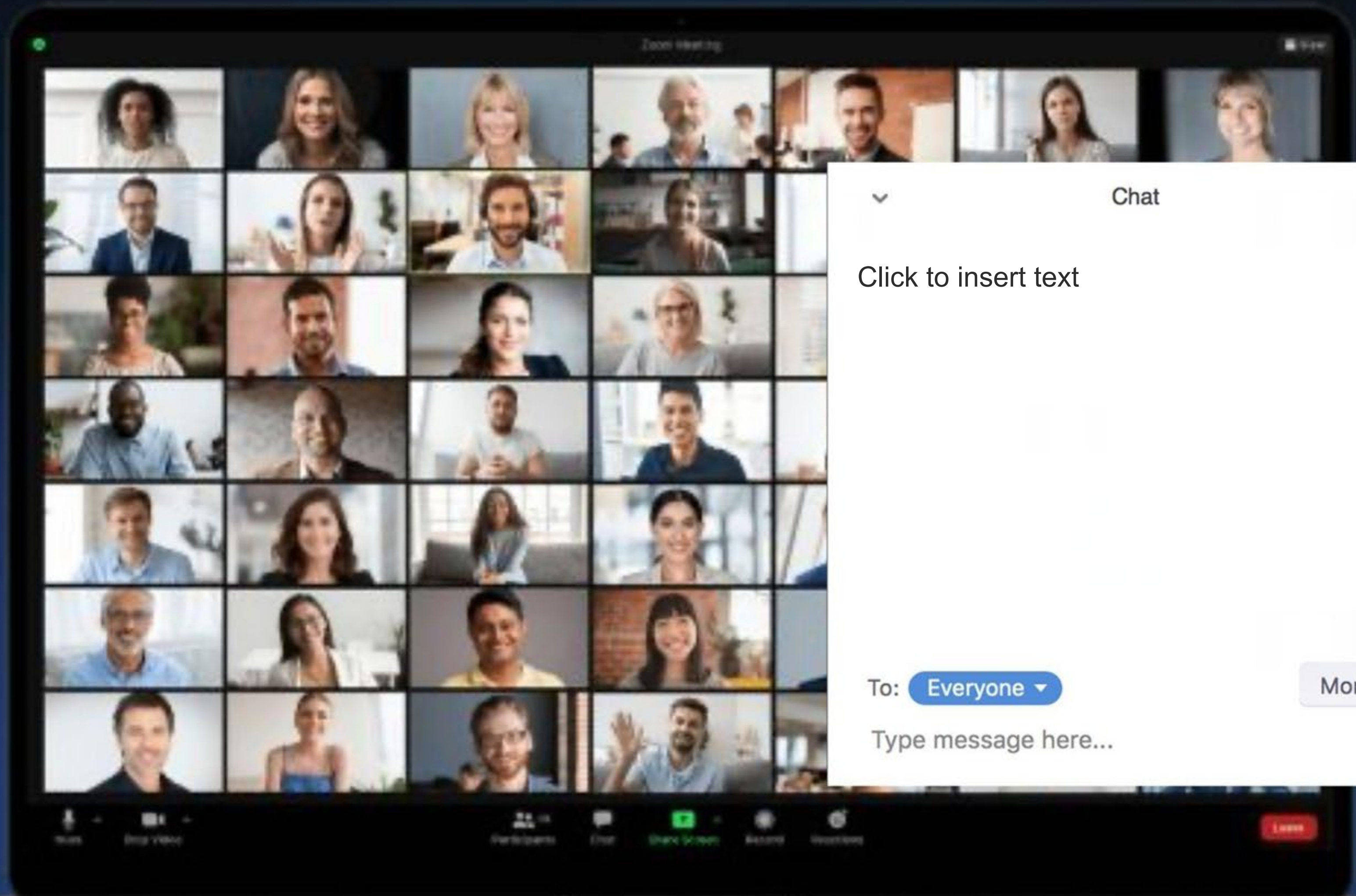
Cc Bcc

Subject

Click to insert text

Send





Chat

Click to insert text

To: **Everyone** ▾

More ▾

Type message here...

# 7:38:55

Words

Tone

Body

What's missing?  
What's coming up for you?



According to Mehrabian's communication model, the impact of verbal vs. nonverbal communication on your total liking of another person breaks down into three factors:

**7% Spoken word**  
**38% Tone of voice**  
**55% Body language**

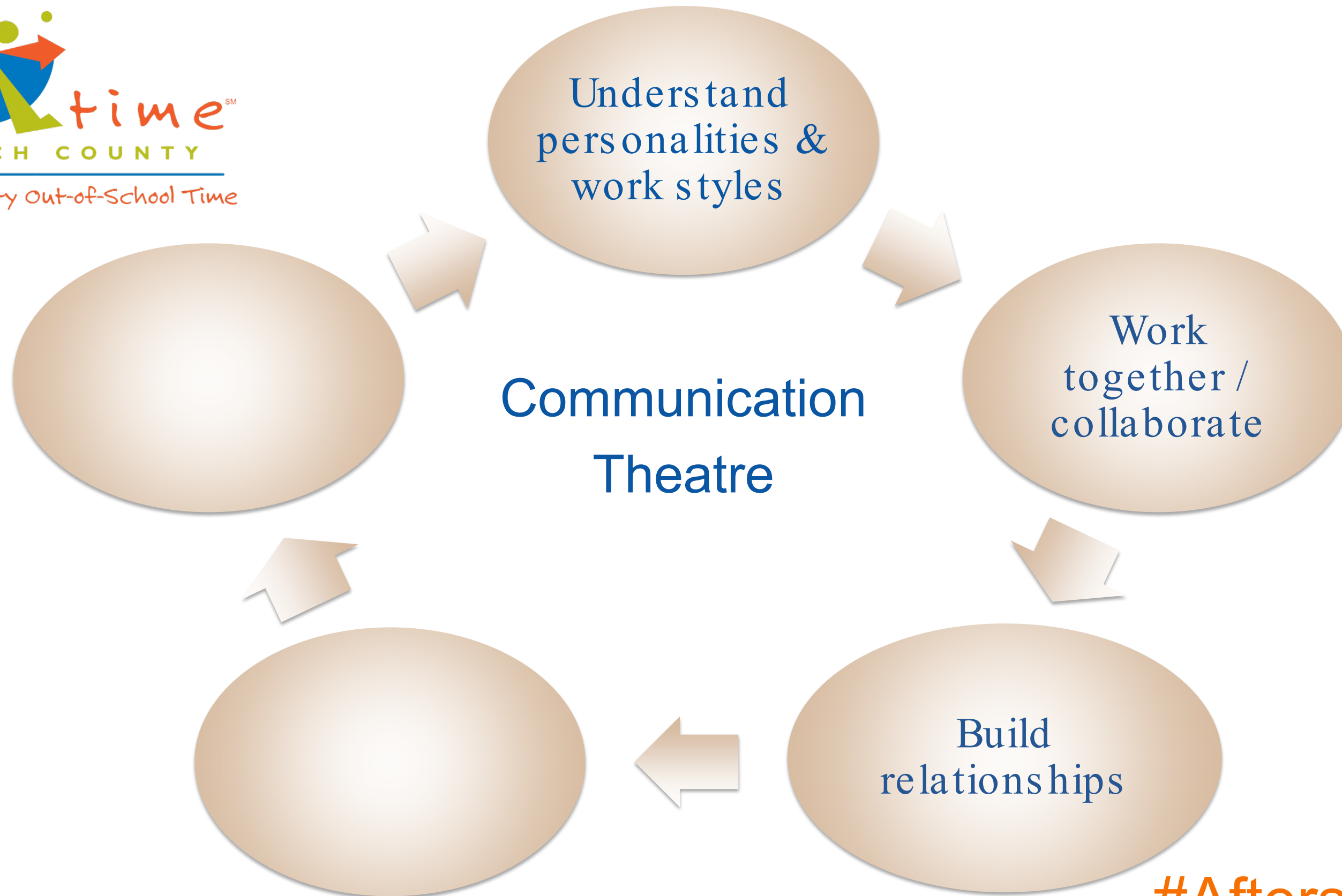


# Team Huddles

1. What words describe our teams communication culture?
2. How can expectations be more explicit?
3. What checklists do you have / use / need?
4. Where are things getting missed?
5. How can we best onboard team members?
6. Overall Suggestions for Improvement
7. What do we commit to do/be/say?



# Five Key Outcomes for Team-Building



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# Reflections

How have we built  
relationships in this session?

*What's the evidence?*



# PAUSE for Processing

## What have you taken away thus far?

Stand • Stretch • Be Still  
Breathe • Write • Reflect







# Rituals & Routines: Systems for Team-Building

- Staff Favorites
- Holidays
- Fall Festival, Thanksgiving, Winter Holidays, New Year, King, Spring, End-of-Year
- Special Occasions
- Death of Loved One, Weddings, Babies, Birthdays, Retirement, Graduations, Transitions
- Staff & Team Meetings: Professional learning as a community
- Practicality & simplicity is important
- Branding

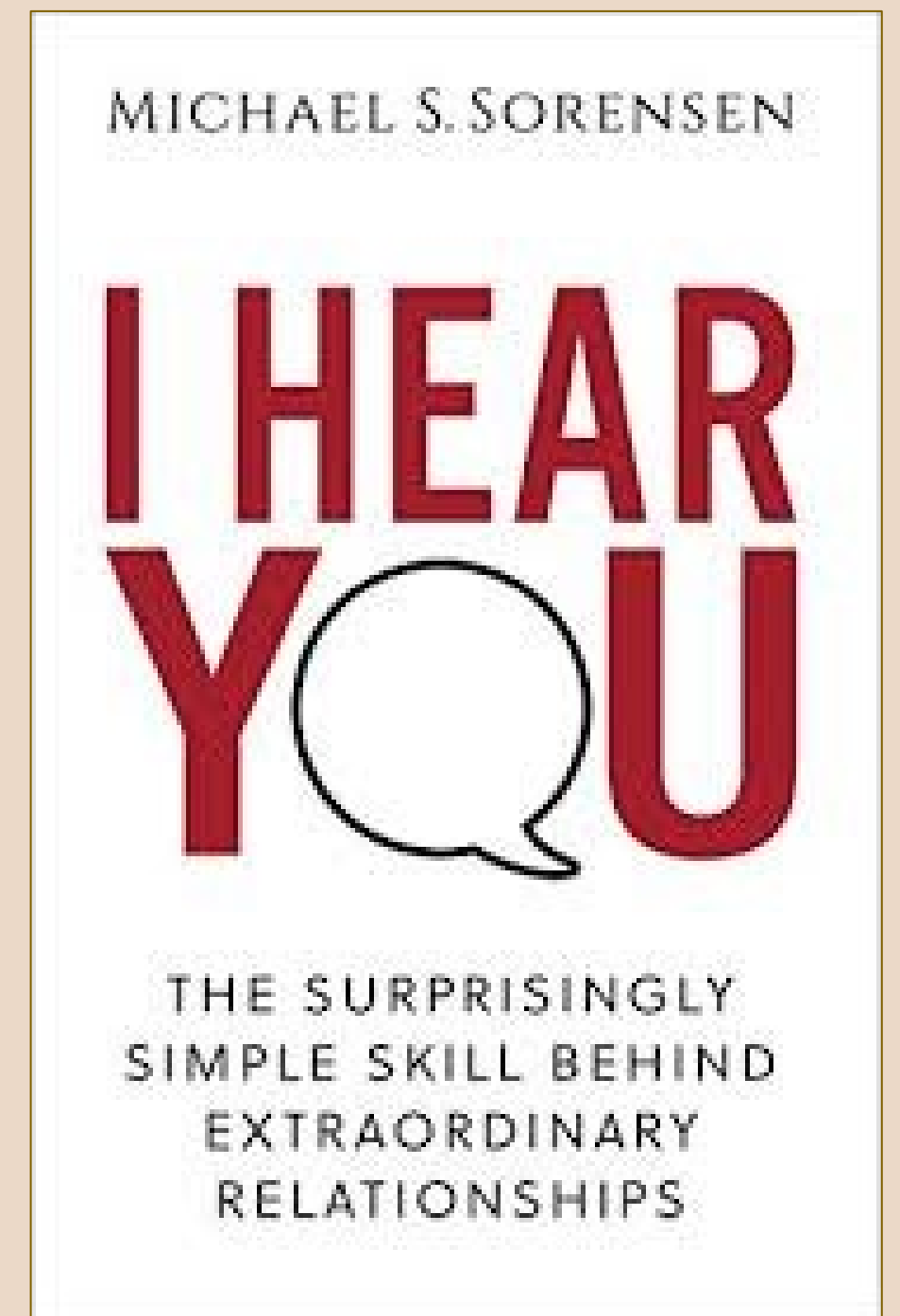


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# Building Relationships: Things People Say

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- My mother passed away and I didn't even get a card.
- We spend more energy on Cinco de Mayo than we do on true youth development.
- I feel like ya'll missed my birthday. We had 12 birthdays in the building in September. One in your month. Lucky you!
- What does the Sunshine Committee do with all that money anyway?
- We are always talking about diversity of Winter Holidays. What about those of us who celebrate nothing in December but having a break when I need it most?
- How come we have a menorah and no kinara?
- I love our meetings. I always look forward to them because I know we're gonna build community – and laugh!



A must-read for anyone looking to improve their listening skills and build stronger, more meaningful relationships.



# HTI Catalysts

## HTI MISSION

To create and hold spaces that build community, evoke organizational shifts, and promote cultural justice.

## HTI VISION

A world where listening, learning, and leading result in life-affirming systemic change.



[www.hticatalysts.net](http://www.hticatalysts.net)

# Ethos

- Bring Intentional Energy
- Have Honorable Accountability
- Ask for What You Need
- Learn and Teach
- Adhere to Responsible Truth Telling
- Lift Up and Elevate
- Bring Your Whole Self
- Commit to Growth

How We Work



Joyful, Just Fun, Juggler  
Artful, Amazing, Auspicious, Artist  
Renaissance man  
Resourceful, Resilient  
Organized, Organizer, Original  
Dedicated, Delightful

In 2024, I am grateful, I will stay hopeful and my  
word of the year is open.



Jarrold Walker  
June 16



Fun-loving, fiercely loving, family oriented, Friend  
Open  
Loyal  
Active, Attentive  
Maternal  
Innovative

In 2024, I am learning, I will speak and write more and  
my word of the year is innovate.



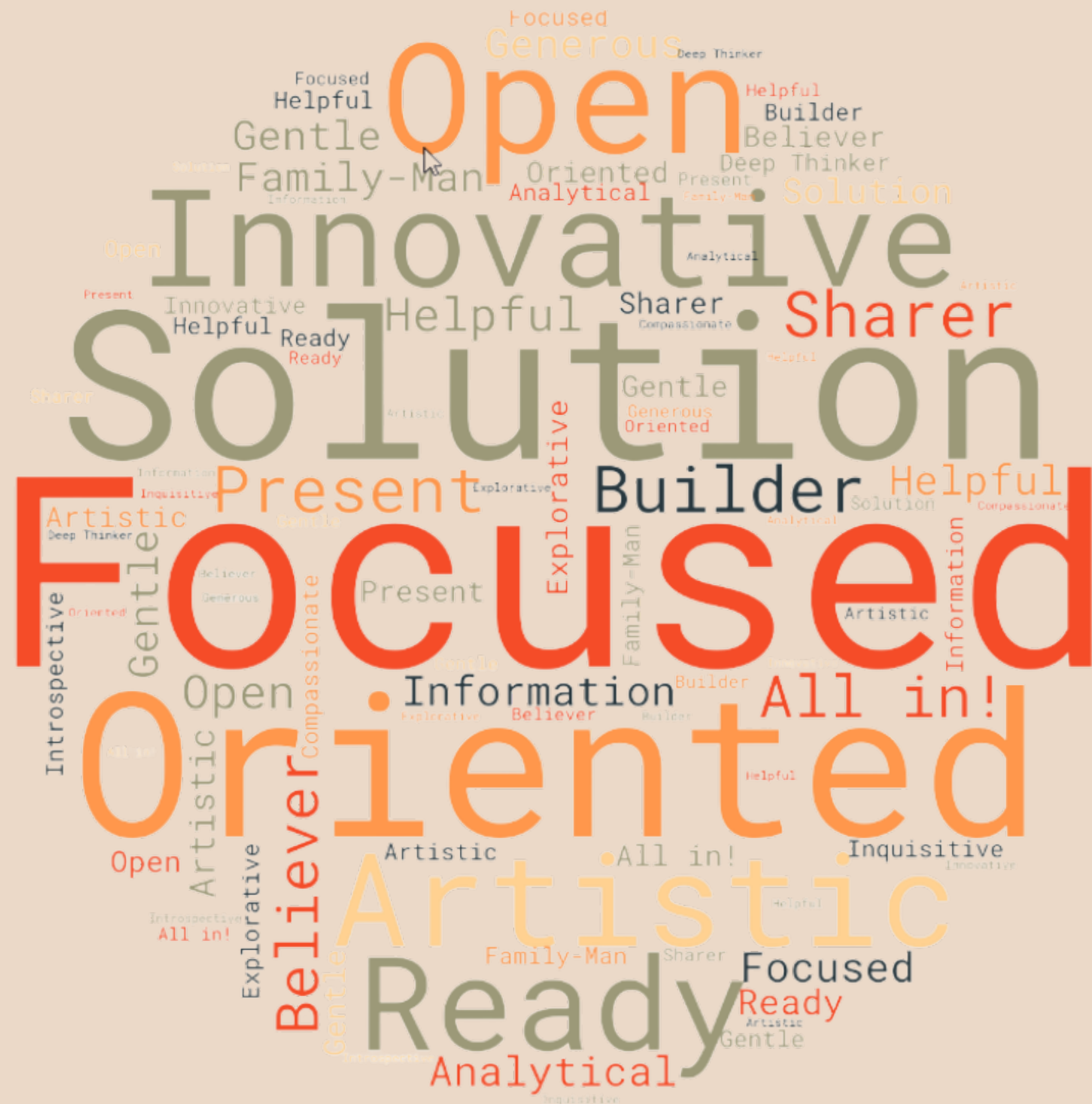
Folami Prescott-Adams  
September 21

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# ALAN





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# HTI Catalysts Annual Holiday Mixer 2023







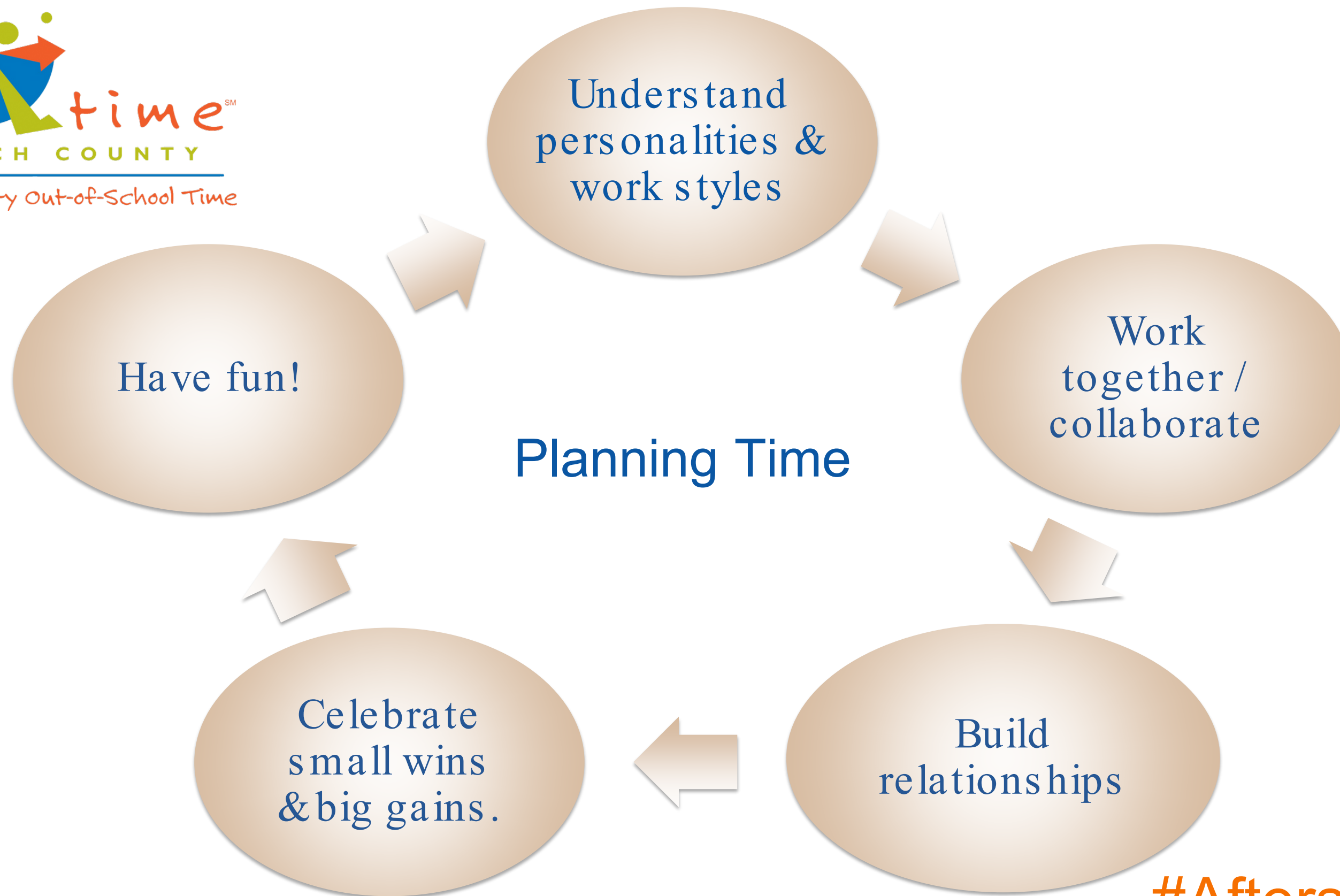








# Five Key Outcomes for Team-Building



Consider your meeting agendas, annual calendar, ways to boost rituals & routines, etc.



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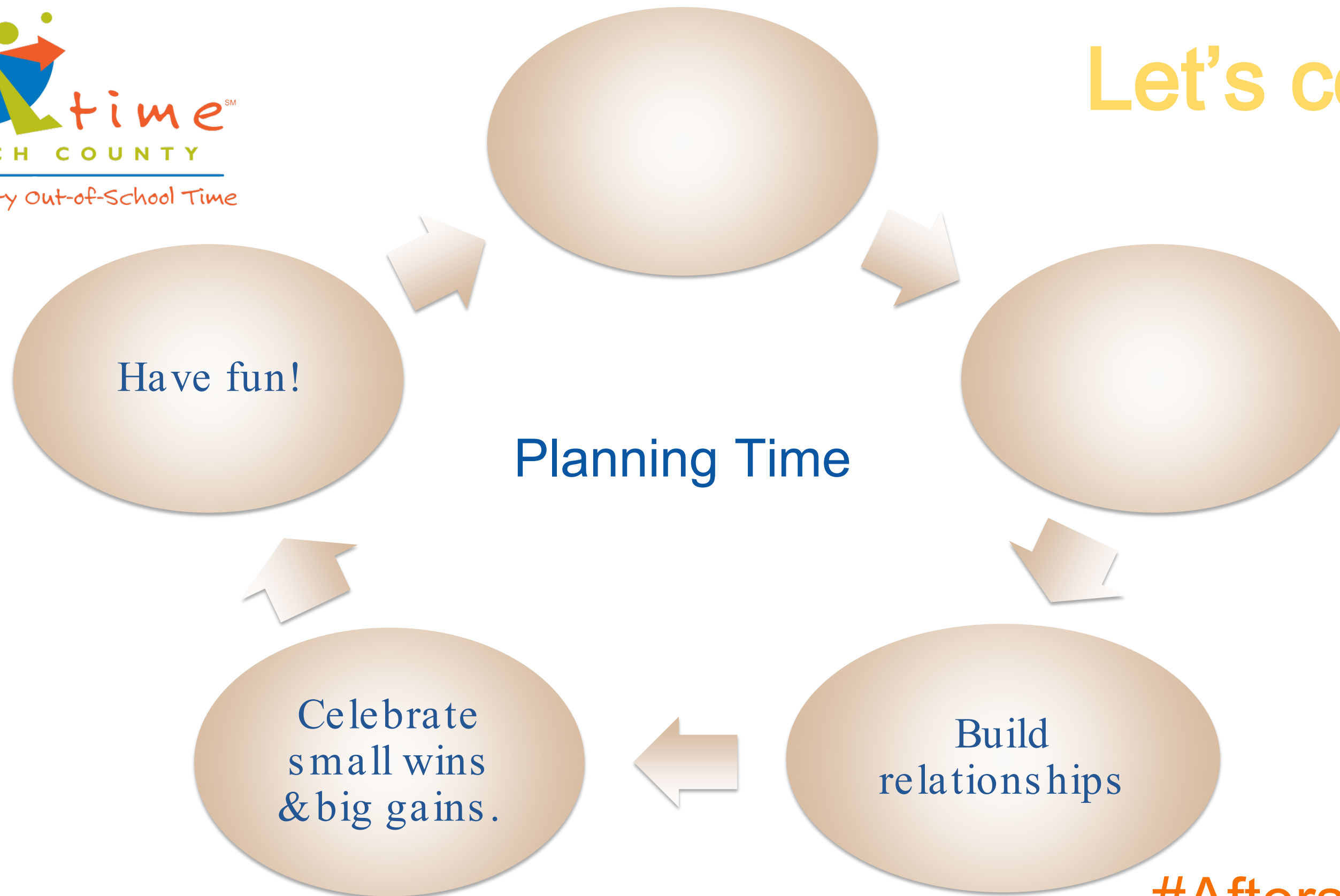


# Five Key Outcomes for Team-Building



Let's celebrate!!!

I hope  
you had  
some  
fun!!!



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# TEAM-BUILDING FOR LEADERS: CLOSING

Folami Prescott-Adams

Summary: 3-2-1, ABC's  
STACK





# Wellness Station

Stretch Bands  
Stress Ball  
Hand Massagers

## Movement



## Reading and Writing

Journaling  
Affirmation cards  
Inspirational short stories



## Aromatherapy

Essential oils  
Live plant  
Fragrant dried flowers  
Natural candle warmer



## Soft Spaces

Kneeling pads  
Seating pillows  
Yoga mat



# FIVE KEY STRATEGIES FOR TEAM-BUILDING

- **Understand personalities & workstyles:** Who am I?/ Leadership Compass Points
- **Work together / Collaborate:** Communication Theatre
- **Build Relationships:** Community Builders / Rituals & Routines
- **Have Fun:** (you tell me!)
- **Celebrate small wins & big gains:** Closing



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# 3-2-1

## 3

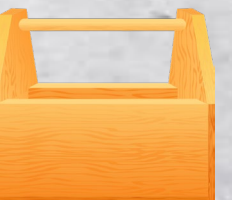
Three Strategies you can use to build team

## 2

Two People you met you'd like to remember

## 1

One key next step / commitment





# CLOSING: STACK

Shout Outs

Thank You's

Apologies

Commitments

Key Takeaways

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We need your feedback!



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# Thanks!

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For additional resources:



[www.hticatalysts.net](http://www.hticatalysts.net)







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