

Welcome Back Canadian Council of Muslim Women!



Land Acknowledgement

Tkaronto (TKahr-on-dOnH) or Toronto, is on the traditional territory of Haudenosaunee (HODE-en-oh-show-nee)-speaking nations, including the Huron-Wendat, Petun, Seneca and Mohawk, & was more recently joined by the Mississaugas of the Credit.

This territory is covered by the Dish with One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee (Six Nations) Confederacy and the Anishnaabe (Ojibwe) and allied nations to peaceably share and care for the lands and the relationships around the Great Lakes.

What this means is that by living and working here, we all have a responsibility to the environment and to each other, to treat each other with peace, friendship & respect. What we do now will impact the next seven generations.



Agenda

- Welcome and Introduction
- Lecture on Building Teams
- Transformative Organizing
- Transformative Tasks
- Breakout
- Group Learning
- Summarize Learnings
- Evaluation (Must Do!!!)

Why organize in teams?



Meet higher goals

Builds communication through relationships

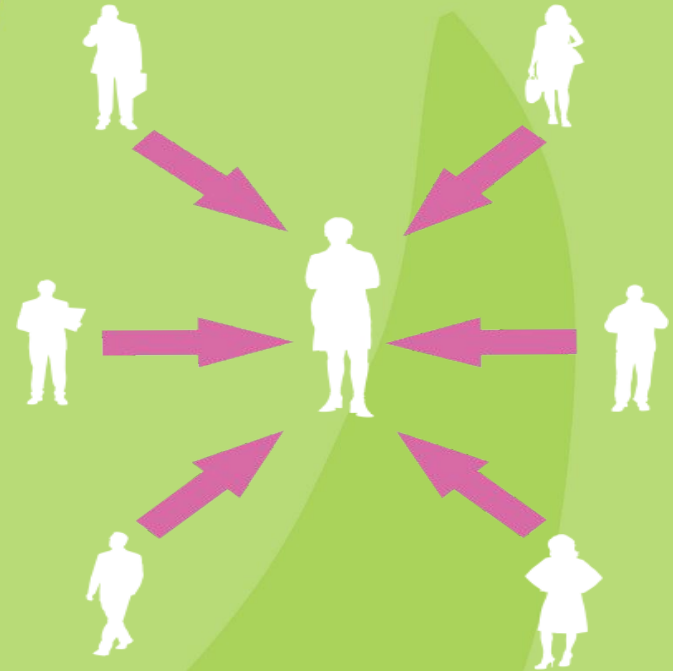
Diversity of skills and interests

Support and Mentorship

It's more fun!

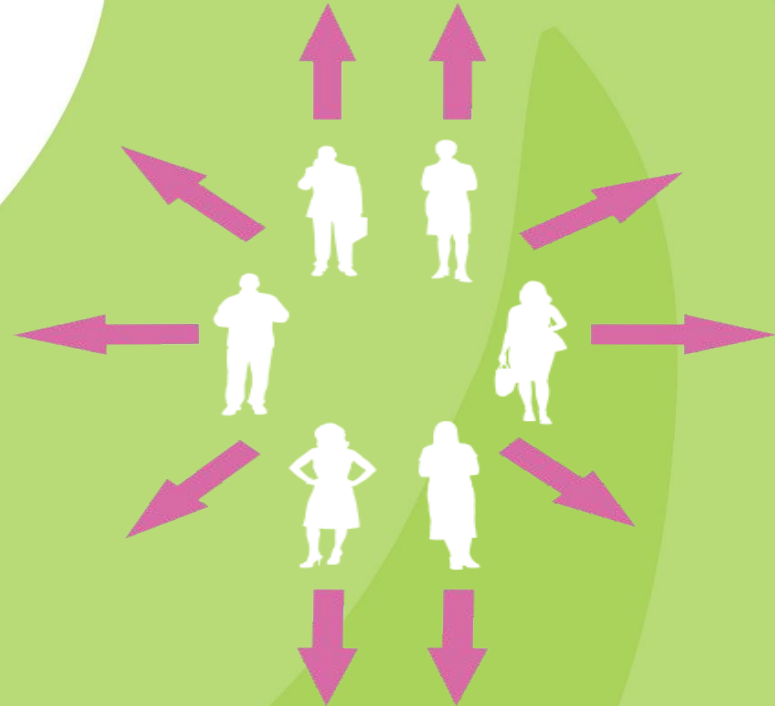
Leadership Review

Charismatic Leader
"I'm the leader"



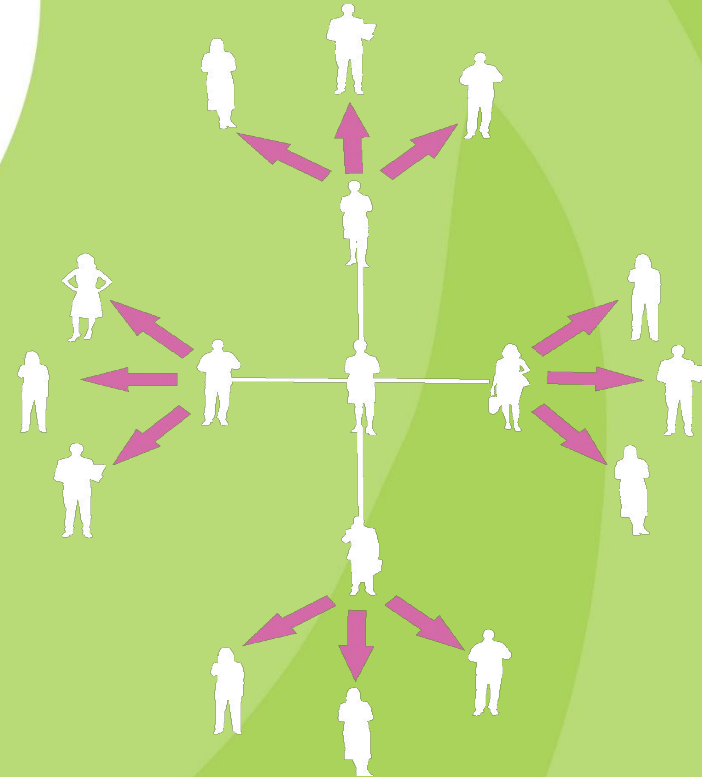
Leadership Review

“We’re all leaders”



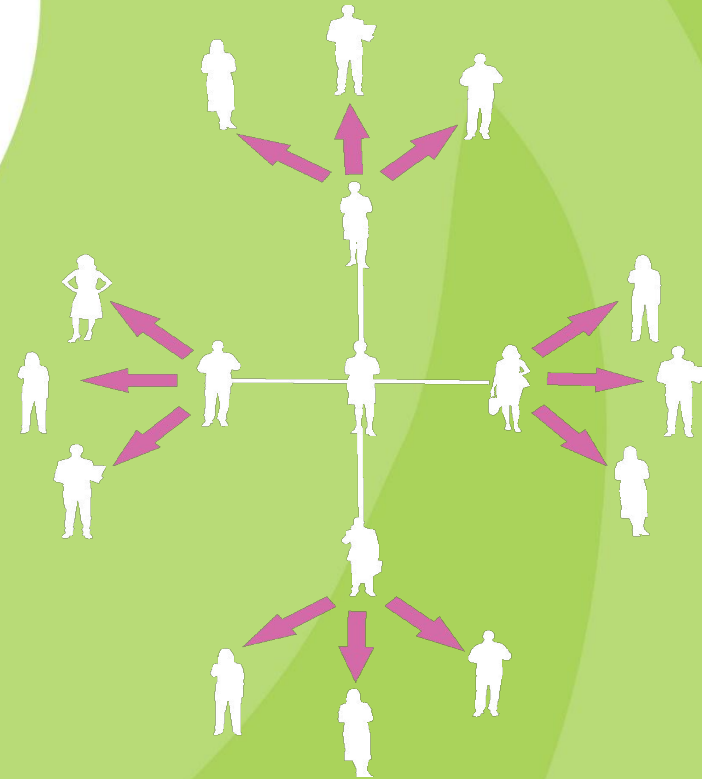
Leadership Review

Interdependent Leadership
The “Snowflake Model”



Snowflake Model

- Sustainable relationship ratios
- Mutual accountability
- Clearly defined roles & responsibilities
- Capacity for exponential growth



How do we get to the Snowflake Model?



1. Potential

Team in infancy; a few eager volunteers but organizer needs to network and recruit

2. Team Formation

The organizer needs to work to escalate volunteers up ladder to become organizers and keep recruiting others

3. Team

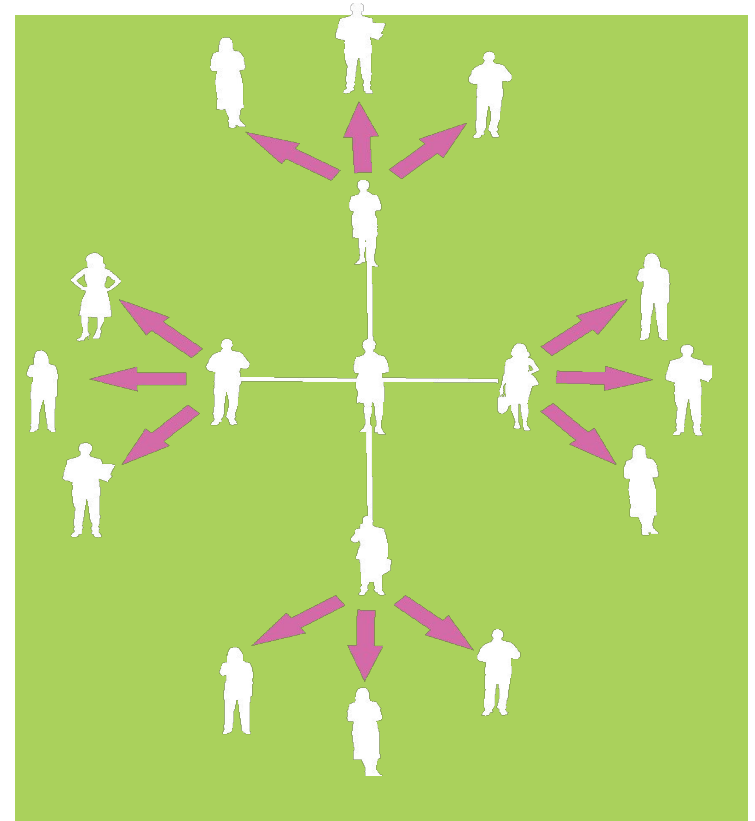
2 or more organizers; team grows as more events are held, more organizers and more team members join

4. Developed Team

Team has 4 core organizers, and one team lead. Begins to shape snowflake

5. Team Transformation

At the team's fullest potential; Teams may split in two or multiply into more teams, into more turfs



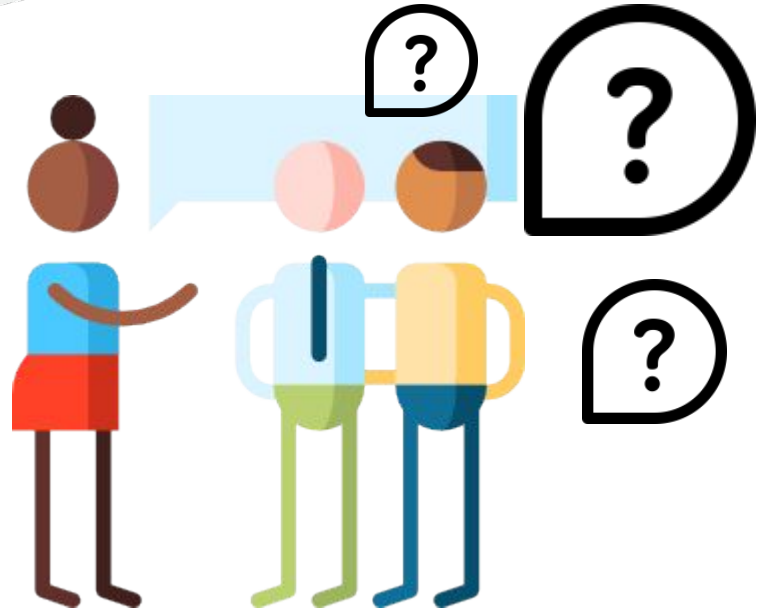
What do **bad**
teams do?



Name	Experiences being in a team that did not work... "Scream Team"
Nina	Everyone is talking
Katie	too many fingers in the pot, no alignment
Shaheen S	No communication norms
Kellie	back biting communication- where we undermine each other
Firdaus	insular chaotic
Khadija	Disorganized with no timelines
Nuzhat	Confusion about roles and responsibilities
Shaheen s	A lot of talking but not necessarily listening or moving forward

What do bad teams do?

The team doesn't get anything done.



What do bad teams do?

The team doesn't engage each other.



What do bad teams do?

Individuals are not learning and growing over time.



What do bad teams do?

The team doesn't coordinate with one another.



What do bad teams do?

**Overall, team is less than
the sum of their parts**

$$1 + 1 + 1 + 1 = 3$$

What do **good**
teams do?

Name	Experiences being in a team that DID work
Nina	Recognize strengths, contribution and appreciate it. Give each other the benefit of the doubt. Assume that your co-worker is wanting the best for the group.
Firdaus	visionary focused
Shaheen S	Working norms. Everyone knows how much time to spend speaking
Shaheen A	Get everyone's ideas
Sakina	Teamwork
Wendy	support each other in house and publicly. Take on fun together
Kellie	respectful of each other even in disagreement
Khadija	Team helps Capacity building and training
Nuzhat	Having a plan
Amina	Communicate and have a plan - set goals and distribute tasks

What do Good Teams Have?

1 Diverse People

2 Common Purpose

3 Clear Boundaries

4 Clear Roles

5 Explicit Norms

What do Good Teams do?

1 Meet Goals

2 Engage Others

3 Learn and Improve

4 Coordinate

Effective Teams

Shared Responsibility

Effective Communication

Commitment

Accountability



Effective Teams

Are stable and independent

Share purpose, set norms, have clear roles

Deliver outcome, build capacity and enhance learning

Strategy, Tactics and **Tasks**





Strategy

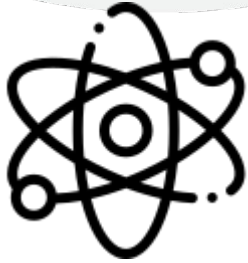
Your **long term goals** and how you're planning to achieve them. Your strategy gives you the path you need toward **achieving your organization's mission.**



Tactics

Concrete steps that describe how you are going to **achieve your strategy.** They involve best practices, specific plans, resources etc. They're also called "initiatives".

What Makes a Good Strategy?



It reflects the core values of the organization and all strategies should be actionable.



It aligns daily activities and decision making with the overall goals of the organization.

What Makes a Good Tactic?



A good tactic has clear purpose that aids your strategy.



It has a finite timeline during which specific activities will be completed and their impacts measured.

Tasks

Tasks are the most specific:
They are the actual steps you must take.

Transformative Tasks



Transformative Task Design



1. **Task Identity:** Do participants get to do the whole thing from start to finish?
2. **Task Significance:** Do participants understand and see the direct impact of their work?
3. **Skill Variety:** Do participants engage in a variety of skills?
4. **Autonomy:** Do participants have space to make choices about how to work?
5. **Feedback:** Are results visible to the person doing the task?

Transformative Task Design



Since Transformative Tasks allow people to:	When we set up the task we need to:
Understand the project from start to finish	Make sure they understand the entire task
Understand why the task is important	Communicate the value of this project and connect it to the task (your public narrative can help)
Use a variety of their skills and talents	Find out what their skills and talents are
Make some choices about how to carry out the task.	Discuss the task and get feedback

Transformative Tasks in Action

Tasks that are designed with **identity, significance, skill variety, autonomy, and feedback** in mind.

Participants that experience **meaningfulness and responsibility**, and know the **results** of their work.

A **motivated, committed** team, with problem solving skills doing **high quality** work!

Transformative Task Design



	What you currently do?	What could you do?
Task Identity: Do volunteers understand the project <i>from start to finish</i> ?		
Task Significance: Do volunteers understand and see the <i>direct impact</i> of their work?		learn to motivate the younger generation towards volunteering by ensuring they see the impact of their work
Skill Variety: Do volunteers use <i>variety of skills</i> in the task?	Different chapters, diverse talents	Explore the skills of the volunteers so that they could do a variety of tasks Motivate more members to become project leads by supporting them with team buildings
Autonomy: Do participants have space to <i>make choices</i> about how to work?	we lack clarity of roles and responsibilities for	Clarify the roles for volunteers so that they understand their responsibilities. Uniform guidelines to assign tasks to

To Sum it Up...

Tasks that are
designed to be transformational
lead to a
motivated, committed team
doing awesome work!

Body Break!

Breakout Session on commitment – 25 Min.



- Appoint timekeeper (2 min)
- Explain Leadership statement and the presentation after in the main group (2 min)
- 10 minutes to discuss different tasks and commitments. (Who does what by when)
- Participants shares leadership statements (30 seconds) and receive coaching (1 min) (total 10 minutes)



I am a leader who values

_____/

I will work in _____ to _____,

by _____.



*I am a leader who values justice,
I will recruit 2 neighbours to call
our MP about Islamophobia and
the need of an independent
oversight of border guards
(C20),
by November 1.*



Anam/Dawn's Group: Timeline

Capacity

Police Support, collect data on females being victims, after 4 pm till 6 am and the no. of incidents. Understanding patterns and trend, 1-2 months

Metrics on the night traffic, densities create ops

Get Councillors aware before & after election week

Victim Services, Equity committee, libraries, 2 months follow up

Allocating a dedicated contact point, such as 211. 311-equivalent

Providers on the infrastructure are able to offer compatible systems to establish feasible svcs

Talk to Network Providers for safety apps, or resources,
Public Awareness, People joining the campaign ,
Advocacy

January 2023
1 month after December which should release a confidence report on the

October 2022

March 2023





Anam's Group

Next Steps and Actions	When?	Who?



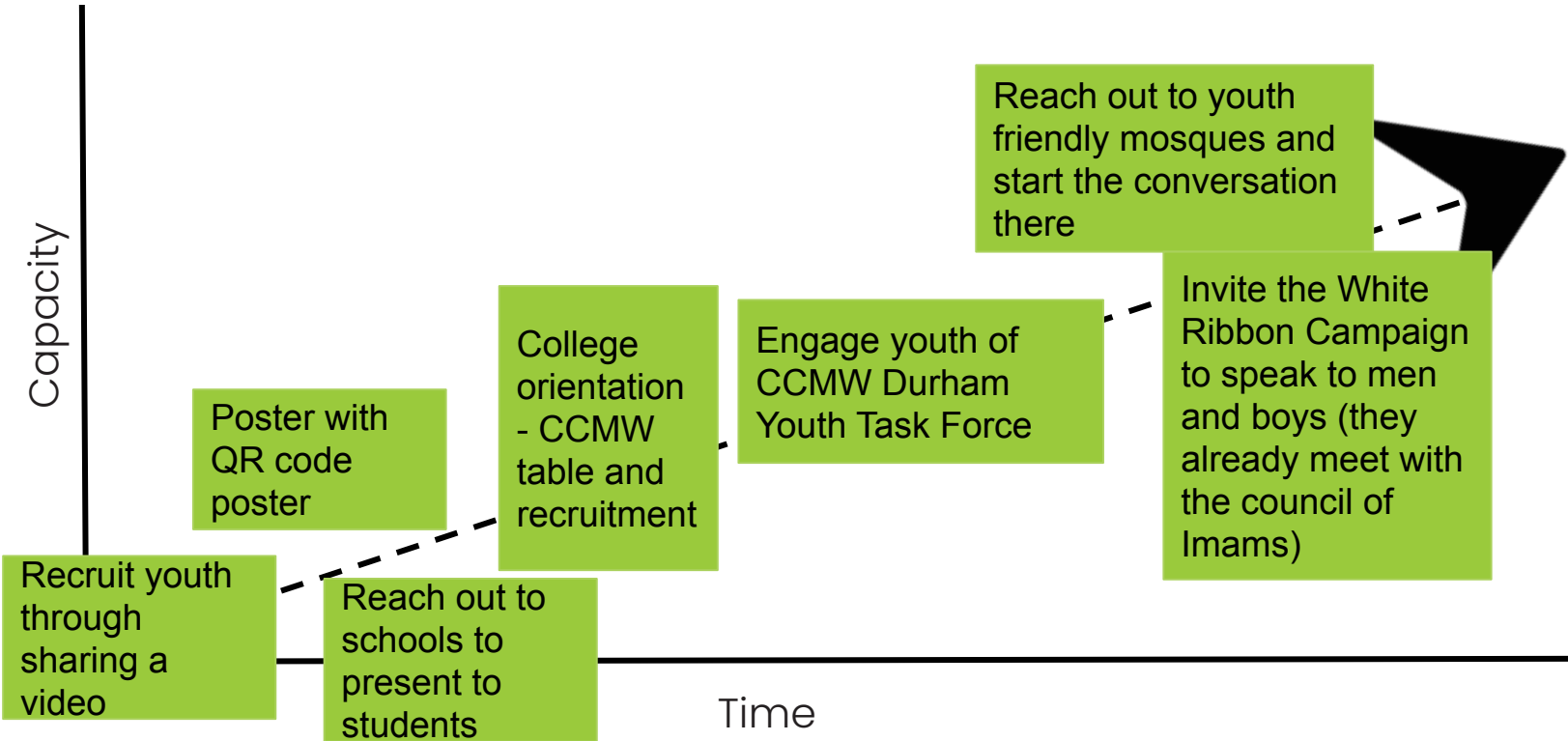
I am a leader who values

_____/

I will work in _____ to _____,

by _____.

Lyndsay's Group: Timeline



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Lyndsay's Group

Next Steps and Actions	When?	Who?
Reach out to the existing youth leaders/networks and invite them to a meeting	In the next few weeks	Arshia Ali & Kubra Mir
Create and circulate an FAQ on GBV that can be sent to youth who are invited to the meeting	once/month	
hold a meeting where age appropriate information about GBV is shared and youth have ways to express their feelings/ideas by creating posters/artwork	In the first week of January	
Chapter decides they want to make a video and recruit youth to work on this project with incentives		
Reach out to the youth (10-18) who are already part of the CCMW family by sharing a tik tok video		



I am a leader who values

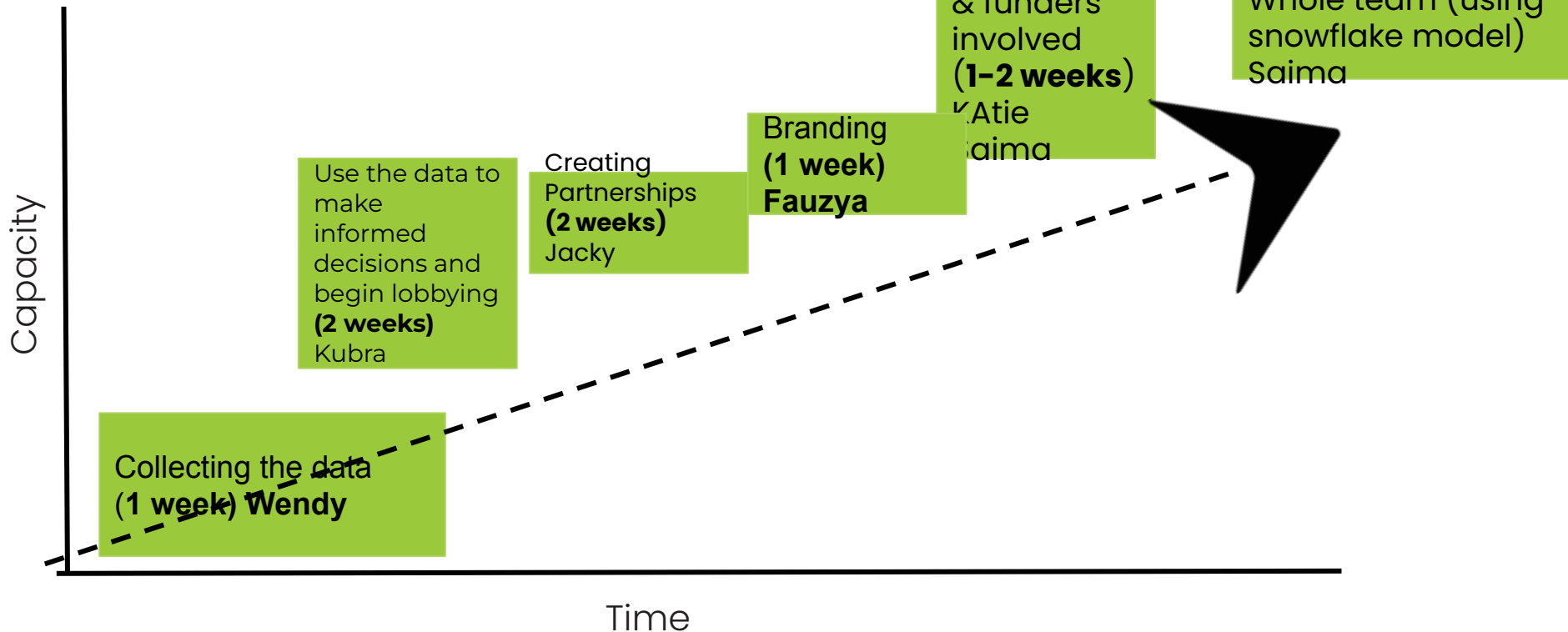
_____/

I will work to _____/

by _____.



Felicia's Group: Timeline





Felicia's Group

Next Steps and Actions	When?	Who?



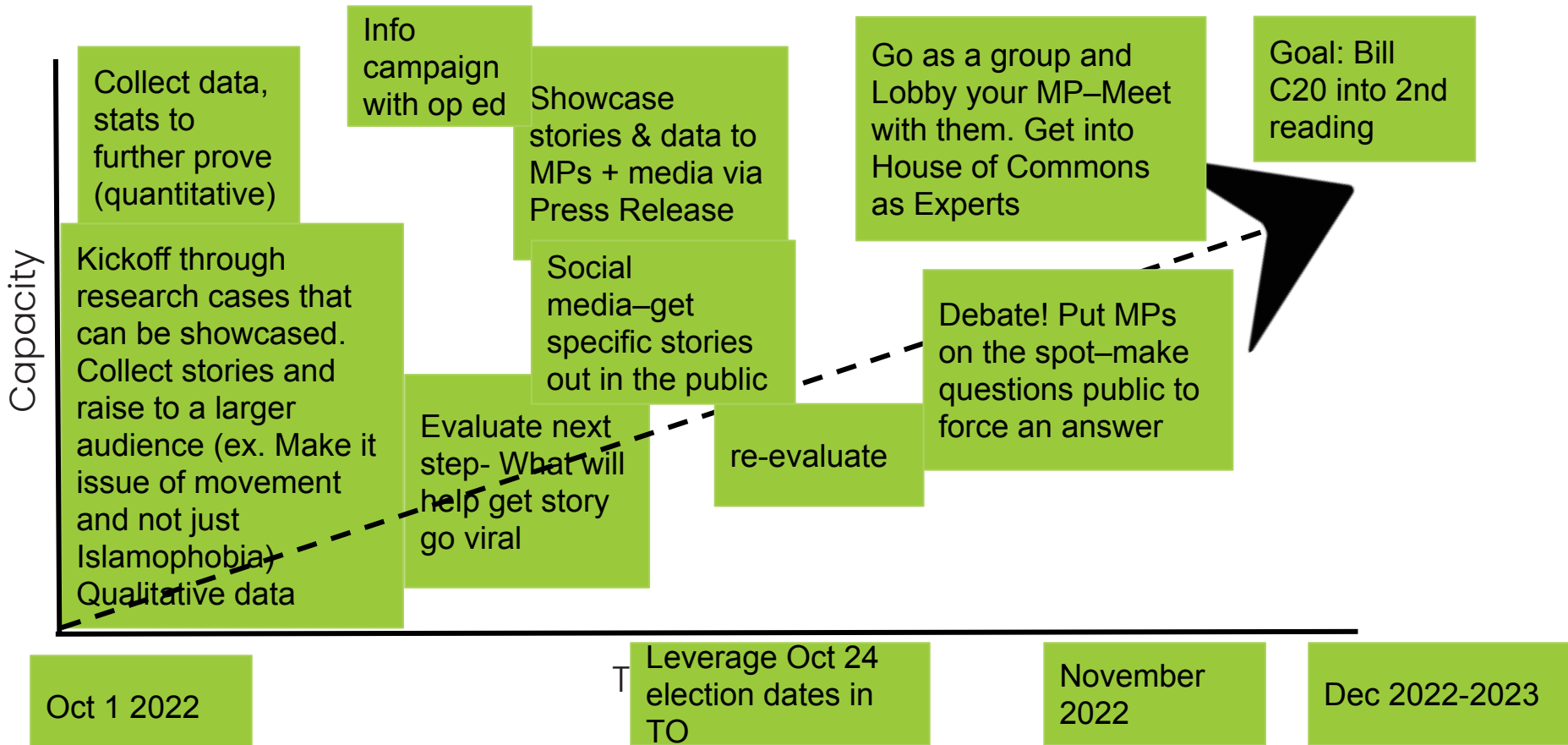
I am a leader who values

_____/

I will work in _____ to _____,

by _____.

Amrit's Group: Timeline





Next Steps and Actions	When?	Who?
Collecting data (quantitative)	By November 1	Khadija
Finding the stories and qualitative data. Getting consent, formulate the stories etc.	By year end	Shaheen Sayed
Social media posts - creating graphics, doing posts strategies	By November 1	Mariam and Noreen
Posting and going live on social media	End of year, early next year	Mariam
Creating content for the Op ed & Writing and posting Op ed	After the reading going through (TBD)	___ to get content Noreen to draft
Connect with volunteers, neighbours and recruit networks for Lobbying MP	ASAP, by Nov 25	Shaheen Ashraf & Khadija
Coordinating a debate for MPs. Attending a townhall to ensure the issue is brought forward. Collect soundbites for follow through and ups with the next person in power.	By October 19th	Collective, all
Research the townhalls that we can attend and do a phone bank to		



I am a leader who values

_____/

I will work in _____ to _____,

by _____.



Theory of Change



If I tell my teenage son everyday to clean his room
then he will do so
because knowledge and nagging leads to action.



Theory of Change



If I tell my teenage son that girls like guys
who clean up their rooms

then he will do so

Because he wants to be popular with girls.



I am a leader who values

_____/

I will work in _____ to _____,

by _____.

Name	What was your key learning from this training?
Khadija	Snowflake model! Setting norms for stepping up and back
Maryum	Theory of change must be very clear and concise
Saima	Exchanging ideas aloud with a team helps to clarify ideas for oneself
Fauzya	Strength in the proper organizing structure and allowing leaders to work from their values
Shaheen A	organizational values. If you don't organize yourself, you miss out on opportunities. Organization is key.
Shaheen S	Volunteers can commit to what they feel is realistic given their time
Mary Jane	understanding how your values impact your leadership style and how your values can be different from others on the team and finding common ground
Firdaus	great leaders and great teams complement each other. Each is incomplete without the other
Shaheen S	Break down big strategies into small tasks help empower volunteers and

Evaluation!

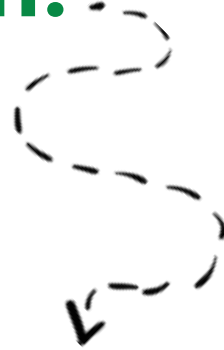
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