

Me: Lets do some team building

Them: Multiple eyerolling

Getting our teams to be more positive about team building activities can be achieved through effective communication, planning, and creating an environment where team members see the value and benefits of these activities. What's it for? Why are we doing it? At least we get cakes and pizza (the best part for some).

What's it for?

Explain the purpose and goals of the activities you are going to do. Explain how it is relevant to their roles, and the practice overall, and hopefully the team's performance.

Why are we doing it?

Explain the benefits of team building, such as improved communication, and stronger relationships and how doing these activities contributes to improved performance and culture.

What else can we do to ensure maximum benefits of team building.

- Involve the team in the planning process, ask what they would enjoy, and what they would like to improve. This will help with engagement and enthusiasm.
- I really enjoy providing a mixture of traditional team building activities, with a variety of fun activities. And always have an added surprise, such as a Pilates, sketching, or



clay modelling session, or a guest speaker to talk about what is often a random subject.

- Get feedback – ask your team what they would enjoy. When I'm training other practices than my own, or presenting training sessions to groups, it's customary for trainers and coaches, to ask delegates for feedback and if there are any topics that they would like covering in future. We should be doing this with our teams.
- Provide a clear indication of learning

goals. If people feel they are going to be gaining a new skill or improving on their existing skills, they will be more engaged and present.

- Lead by example – get involved, don't just deliver the training. Show your enthusiasm, and it will become infectious.

Remember that building a positive attitude toward team building activities takes time and effort. Be patient and open to adjusting your approach based on the preferences

and feedback of your team members. Over time, as they experience the benefits, they will look forward to the proposed team days... And the pizza and cake, of course! ■

About the author

Lisa Bainham is President at **ADAM** and practice management coach at **Practice Management Matters**.



BADN is coming to London

BADN will be at Dentistry Show London at ExCel London on 6 and 7 October 2023. Come along to stand B29 to find out more about your professional association, to join or renew your membership, to buy a badge or a bag, or just to say hello!

The stand will be manned by Chairman Joan Hatchard and me, together with BADN's newest office recruit Jacek Drozdek. As some of you may already know, Adam Skalski has left us – having been headhunted! – and we wish him all the best in his new role. Adam was with us for nearly seven years and was not only our techie person but also a great innovator. He oversaw the installation of our new membership database and website some years ago, was responsible for our website and social media content; and his innovations included the e-newsletters (if you haven't already signed up for them, do it now – you don't have to be a BADN member – at <https://www.badn.org.uk/> newsletter) and the Refer A Colleague scheme (<https://www.badn.org.uk/referacolleague>), whereby BADN members introducing a colleague to membership receive a £5 credit on their BADN account. Adam was also responsible for the new

exhibition stand, complete with banners, lectern and spotlights, which had its debut at the Dentistry Show in May.



Jacek Drozdek

We are delighted to welcome Jacek, who started working with us in September and who will be attending his first dental exhibition in London. Jacek is originally from Radomsko in central Poland, and now lives in Blackpool with his wife and two children. He will be taking over the IT & Comms role, as well as attending and representing BADN at shows.

Dental nurses joining BADN at Dentistry Show London will receive a BADN bag (while stocks last) and will be entered into a draw for a £50 Amazon gift voucher, courtesy of CFC Underwriting Ltd., with a second prize of a £10 credit to their BADN account and a third prize of a £5 credit – so, if you are not already a member of your professional association, come along and join at the show.

Current BADN members visiting the stand will also receive a BADN bag (again, while stocks last).

And of course, BADN members attending the show can take advantage of the 10% discount off the flexible best available rates at Blue Orchid Hotels in London. Tower Residences and Tower Suites, the nearest Blue Orchid properties to ExCel, overlook Tower Bridge and the Tower of London, and are only minutes away from the Tower Gateway station for the Docklands Light Railway (DLR) straight to ExCel, as well as the Circle, District and Metropolitan tube lines. They are also close to St Katherine's Dock with bars and restaurants to suit all tastes and budgets.

The Wellington and The Rochester hotels are situated in Westminster's leafy Vincent Square, close to Victoria, St James's Park

and Westminster stations (Central/District lines to Tower Gateway for the DLR to ExCel), and within walking distance of Buckingham Palace, Westminster Abbey, Big Ben, the London Eye and St James's Park.

BADN AGM and Afternoon Tea

We're in London again, in late November, for the BADN Annual General Meeting, which this year will be held at the old Transport for London office at 55 Broadway, on 24 November 2023. The AGM is open to current BADN members only and you can book your place – to attend either in person or online – via the website or the link in the e-newsletter. Attendance at the AGM is, of course, free of charge.

Members who are attending the AGM in person can also join the Executive Committee at Afternoon Tea at the Wellington Hotel after the meeting. The cost is £25 per person and places can be booked via the website or the e-newsletter link. ■

About the author

Pam Swain is Chief Executive of BADN

