

BUILDING AN EFFECTIVE COUNTY TEAM

Presentation for South Carolina Association of Counties

October 28, 2026

Maren Trochmann, Ph.D.

Director of Professional Development



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WHAT IS A TEAM?



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ROADMAP

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| 02 | Challenges to Team Performance |
| 03 | Your Own Role & Your Team Members' Roles |
| 04 | How to Build Your Team |
| 05 | A Little Bit of Fun Along with Way |

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WHO IS ON YOUR TEAM?

COLLABORATION

COMES UP WITH THE WORST IDEAS

JOKES AROUND THE WHOLE TIME

ENDS UP DOING ALL THE WORK

DOESN'T DO ANY WORK AND TAKES ALL THE CREDIT

IS SO MUCH FUN

TEAMWORK

IN A NUTSHELL

EVERY TEAM AT A WORKPLACE

DOES 99% OF THE WORK

SAYS HE IS GOING TO HELP BUT HE DOESN'T

HAS NO IDEA WHAT IS GOING ON OR WHAT DAY IT IS

DISAPPEARS BUT SHOWS BACK UP TO TAKE CREDIT FOR THE PROJECT

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WHAT ARE SOME CHALLENGES ON YOUR TEAM?

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WE DIDN'T START THE FIRE...



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LET'S TALK *CIVILITY*

Why is civility a growing concern for public officials?

- Lack of dialogue across difference
- Values conflicts
- A lack of understanding to foster healthy disagreement

The College of Charleston's Civility Initiative summarizes the issue two ways:

WE WORK IN TWO AREAS

Fight: Polarization | Bigotry | Violence | Rage | Cancellation

Flight: Withdrawal | Isolation | Silence | Loneliness/Echo chambers

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LET'S TRY THIS AGAIN!



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EFFECTIVELY FUNCTIONING TEAMS

- ✓ Set clear goals and expectations
- ✓ Understand their shared vision, mission, and values
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- ✓ Bring new team members on board systematically

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TEMPERATURE CHECK



Individual Assessment (5 minutes)

Share with a neighbor (5 minutes)

Report out (10 minutes)

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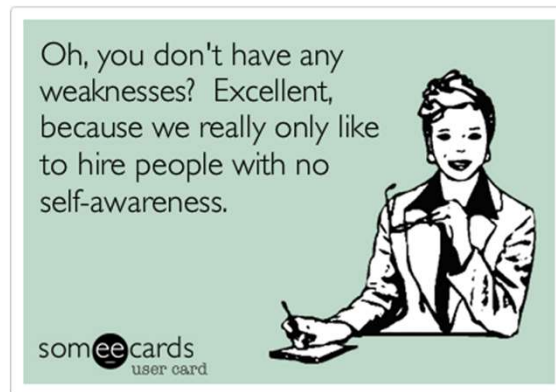
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DYSFUNCTIONS → BEHAVIORS



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TECHNIQUES & TOOLS

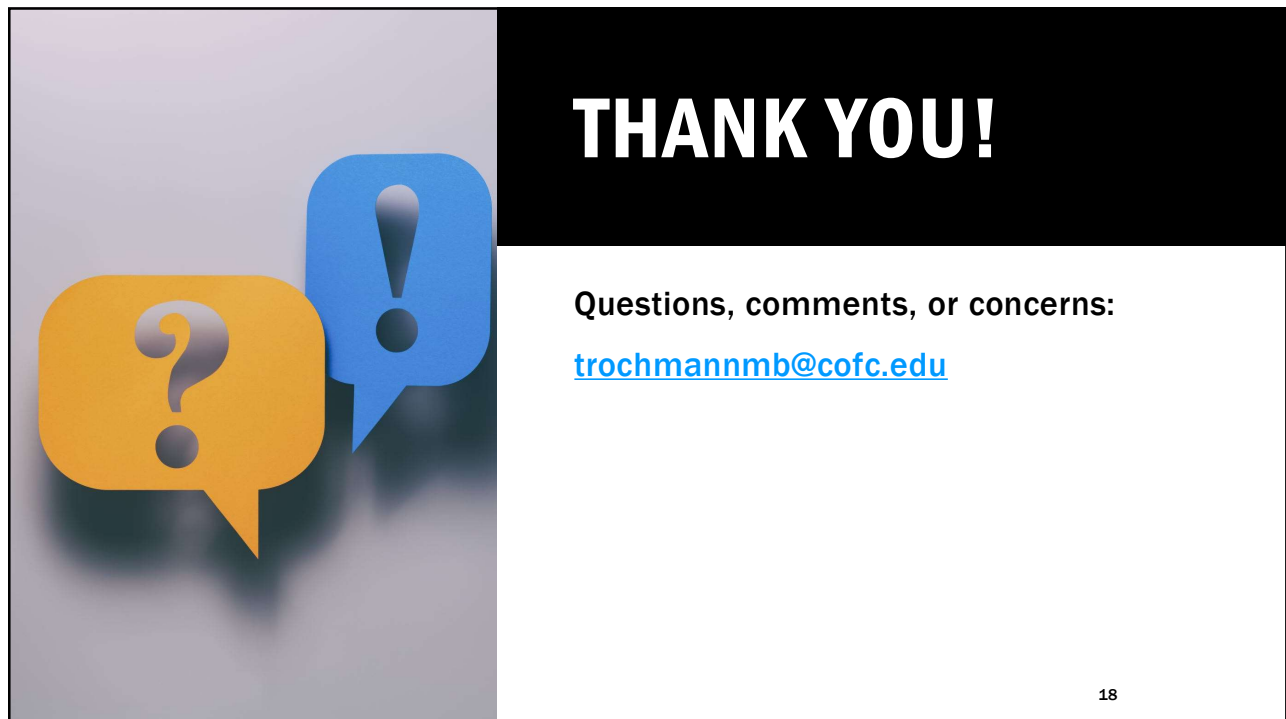
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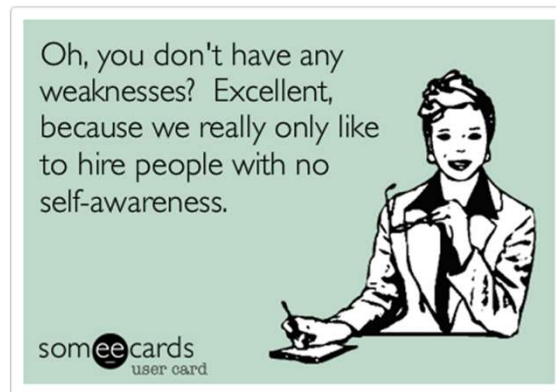
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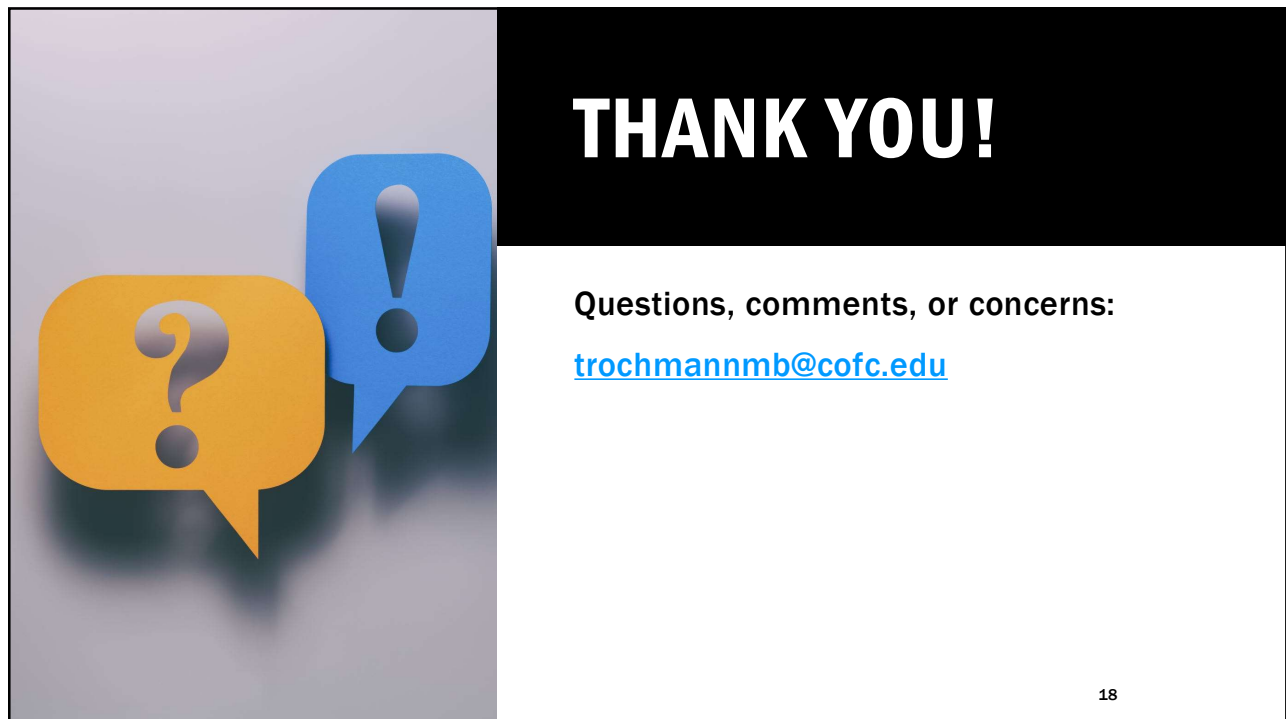
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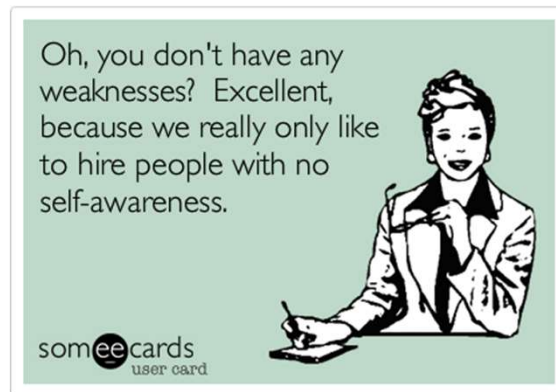
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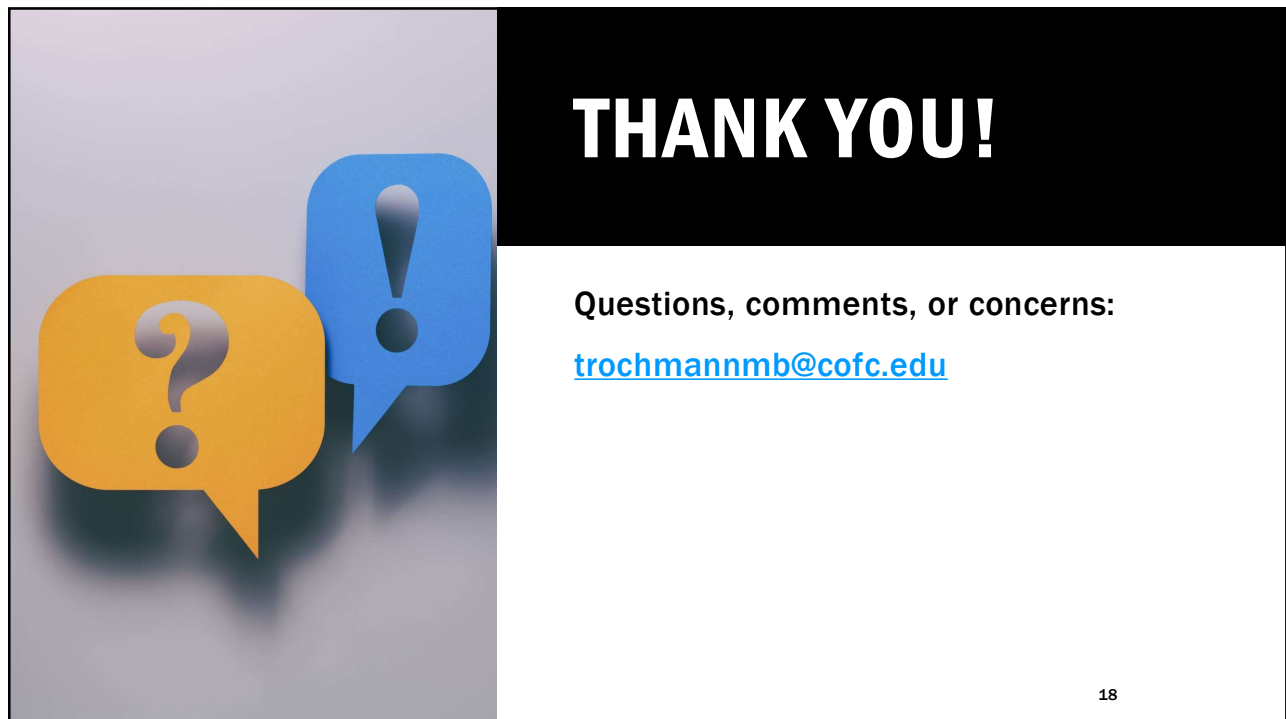
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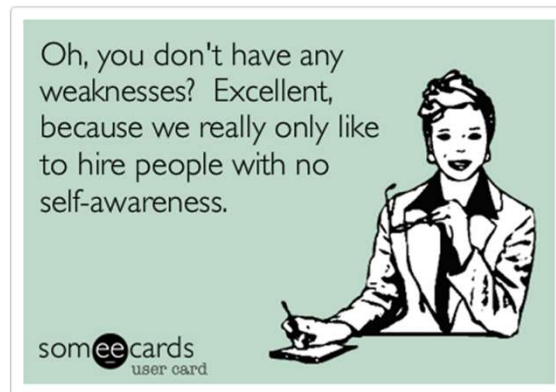
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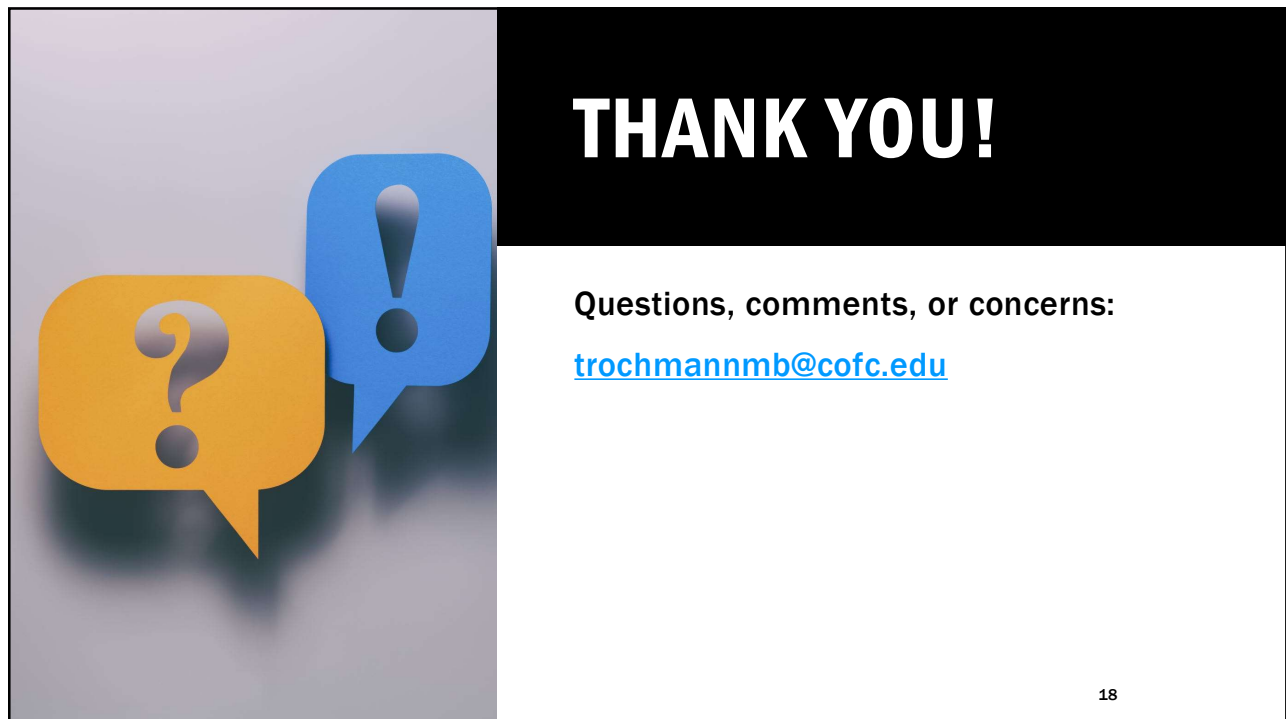
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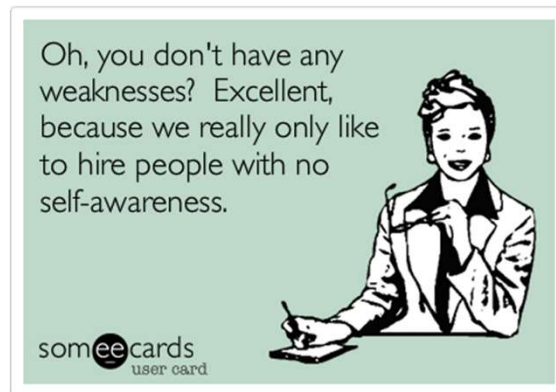
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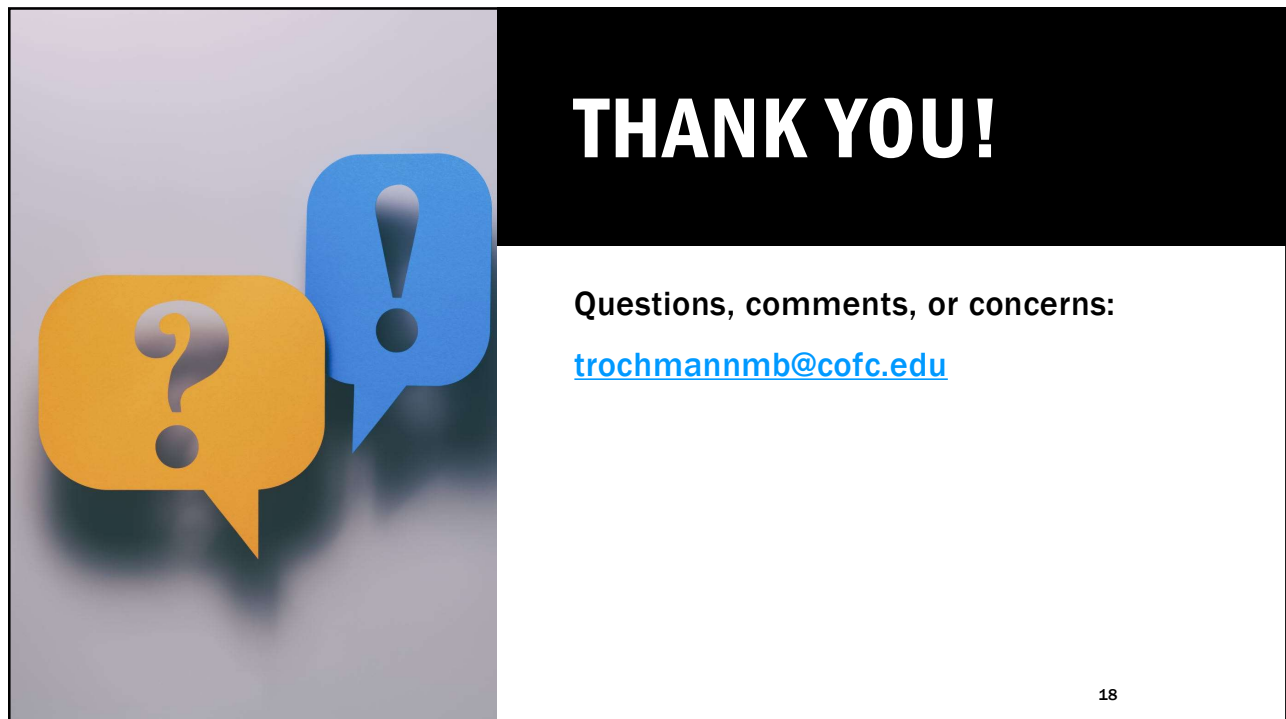
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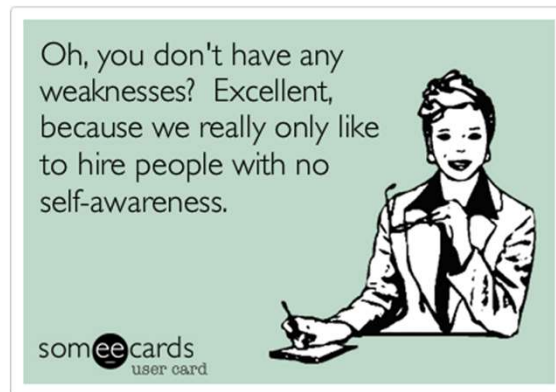
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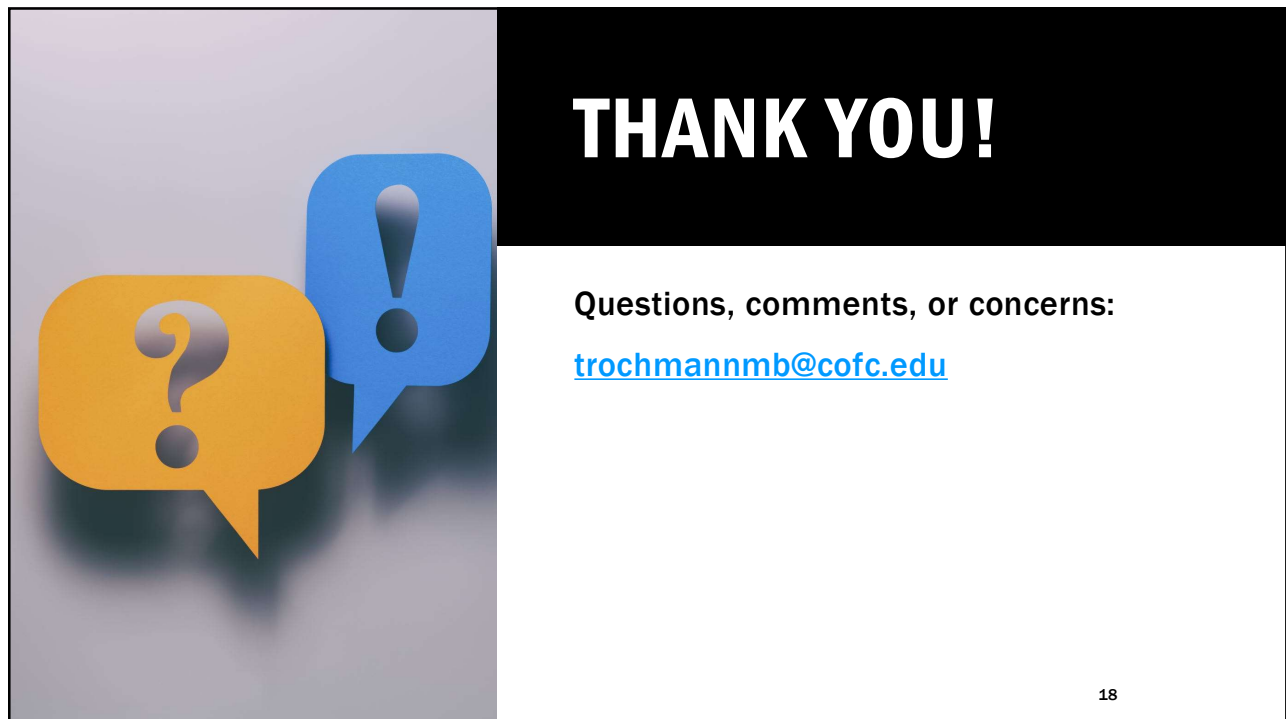
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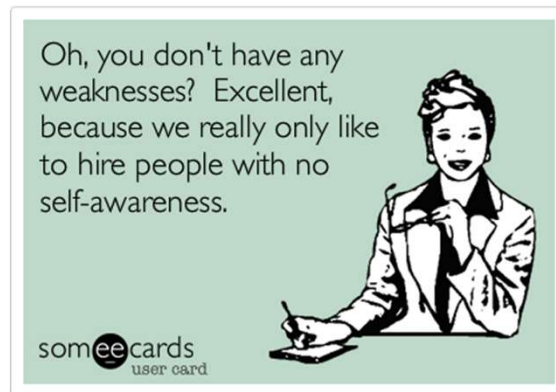
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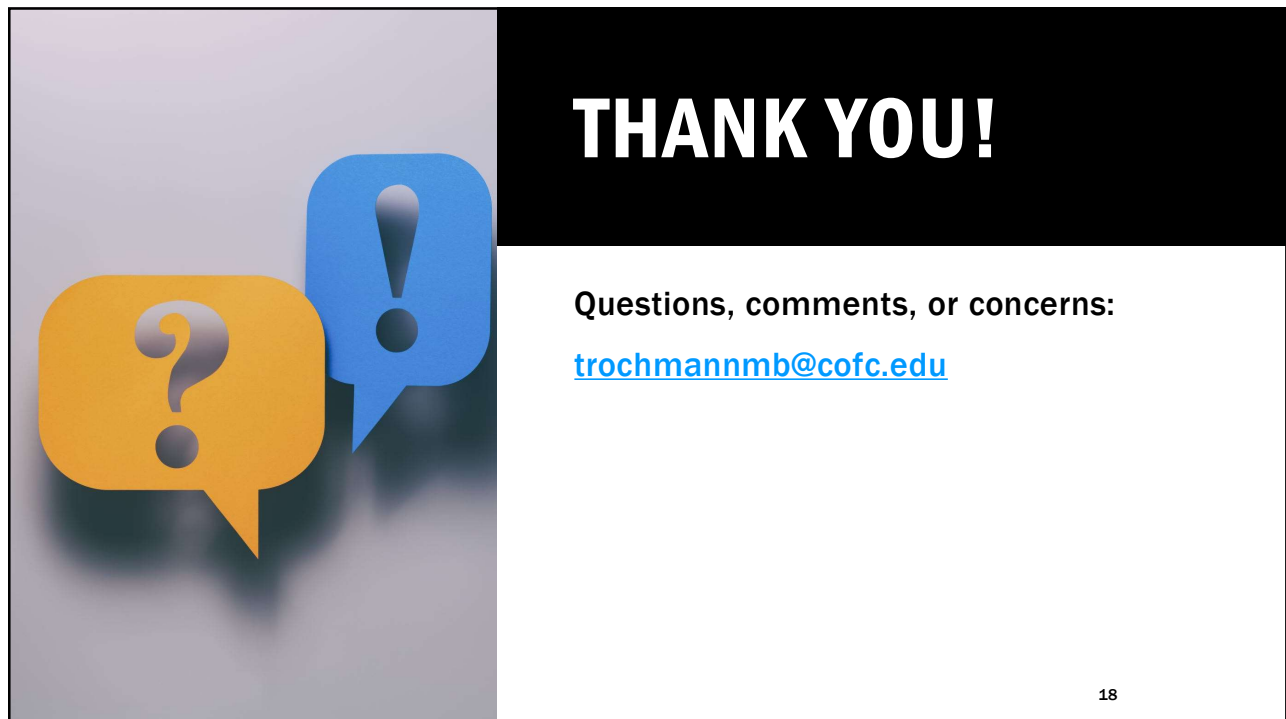
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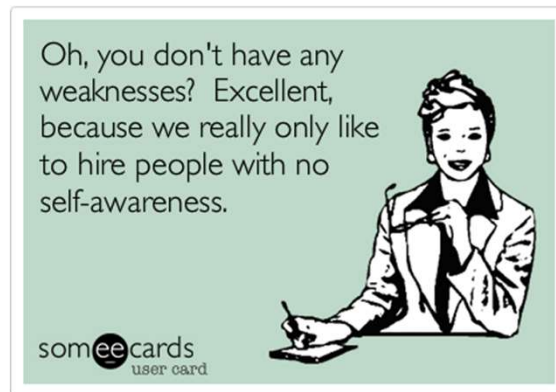
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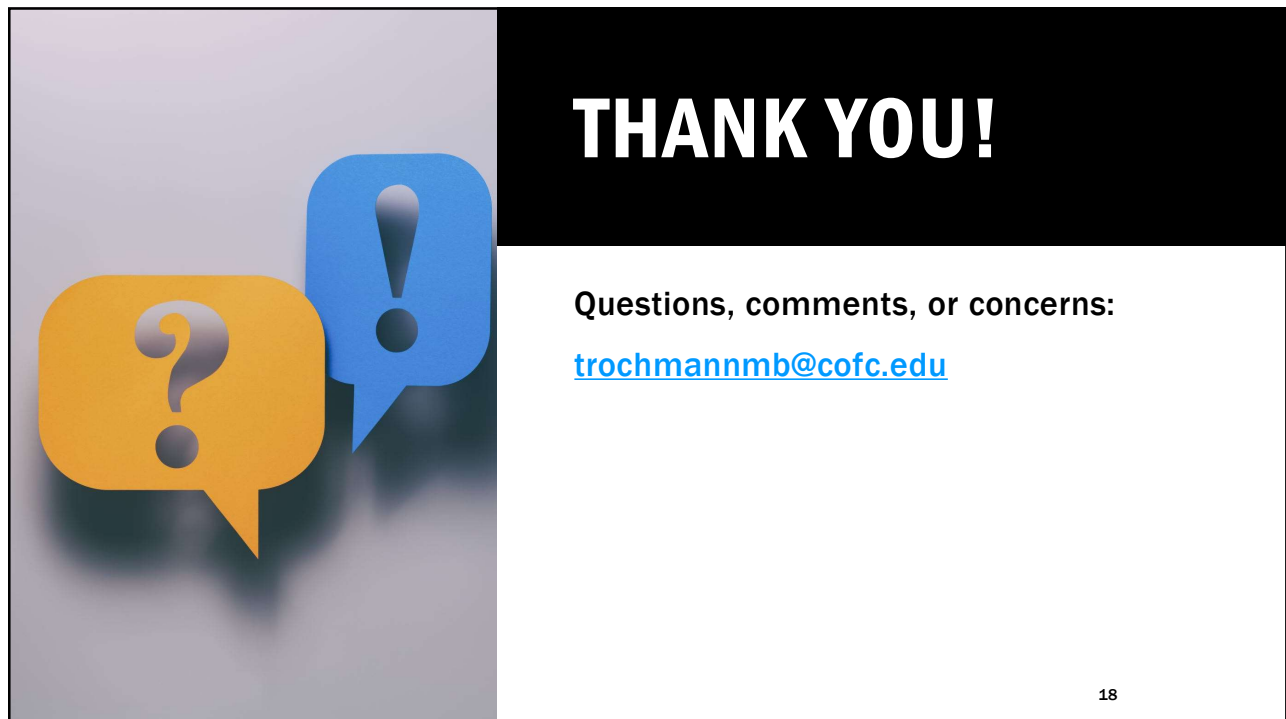
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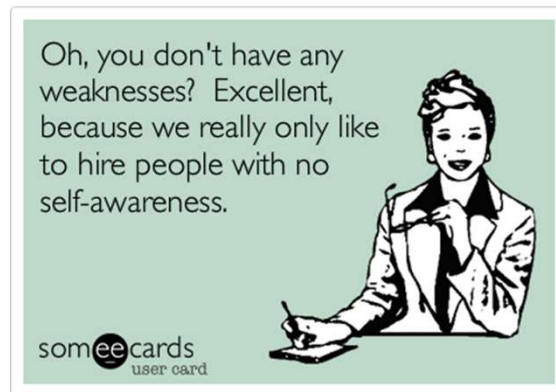
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DYSFUNCTIONS → BEHAVIORS



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TECHNIQUES & TOOLS

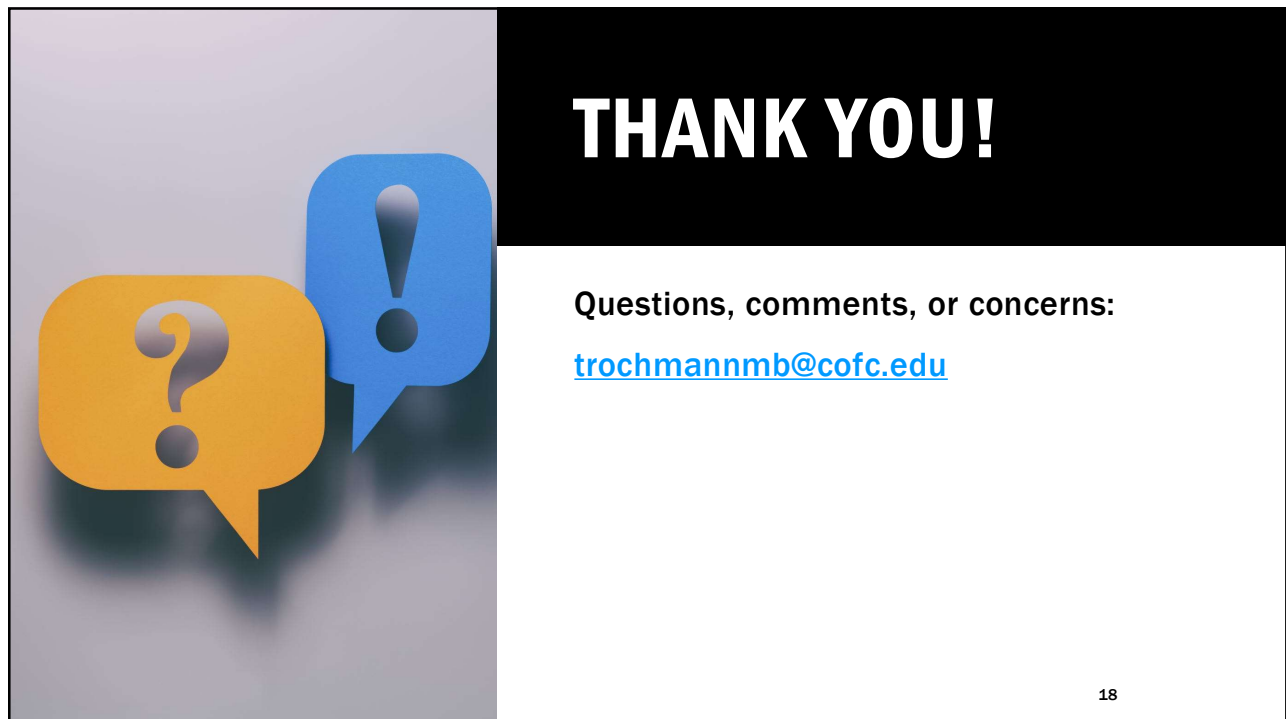
- ✓ Intentional meetings, work sessions, & retreats
- ✓ Encourage and allow active participation
- ✓ Share expectations, responsibility, and rewards
- ✓ Respect individual differences
- ✓ Communicate openly and honestly
- ✓ Get to know each other
- ✓ Harness your collective vision, mission, values, and goals

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