Welcome Green Team Leaders

Sustaining Our Future
Lead the Way!
Overview of Today’s Training

History of Green Teams @ PSU

Sustainability Updates

ABC’s of Behavioral Change

Motivating Green Teams

Next Steps

Lunch

Next Training Date: September 18 @110 Henderson Bldg
Introductions

Using the flip chart paper/markers, section into 4 equal parts. Create the following pictures about YOU. Describe (in no words):

- Your family
- Where you work
- How sustainability weaves into your life.
- Something that makes you unique/different.

- Please note: all diagrams/content must be able to be ‘aired’ on PBS!
History of Green Teams –
Importance of Engaging Employees

It’s our people!

Our Green Teams are diverse in knowledge and expertise, ranging from IT Staff to Liberal Arts
History of Green Teams –
Two Way Communication

CSO

Green Teams

CSO provides training and resources

Green Teams provide us with information and feedback to help the program continue to grow.
CSO provided the structure to enable a more sustainable University from the ground up

- Health,
- Happiness,
- Productivity

Green teams began as a grassroots program
History of Green Teams –
Did you know...

What helped the GT program get off to a successful start?

Top-level leadership support

Regulations that offered backing for conservation

Resources via website, conferences, & Green Paws Program.
History of Green Teams – Timeline

2008
CSO formed

2009
Enactment of Policy AD64

2009
CSO first met with grassroots green teams.

2010
Top leadership encourages GT formations

2010
green.psu.edu website and GPP formed

2011
# GT’s = 50% 50 offices in GPP

2012
80 formed GT (doubled since 2010) 84 offices participating in GPP
History of Green Teams –
CSO Support for Green Teams

What to do: checklists and motivators

Feedback: Success stories and competitions

Training – building leaders

Networking: Lunches Lunch & Learns

Inspire with fun 😊
History of Green Teams –
Did you know...

Green Teams Participants

<table>
<thead>
<tr>
<th>Date</th>
<th>Participants</th>
</tr>
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<tbody>
<tr>
<td>September-08</td>
<td>100</td>
</tr>
<tr>
<td>September-09</td>
<td>200</td>
</tr>
<tr>
<td>September-10</td>
<td>300</td>
</tr>
<tr>
<td>September-11</td>
<td>600</td>
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</table>

Total: 696

Green Teams

<table>
<thead>
<tr>
<th>Date</th>
<th>Teams</th>
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<tbody>
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<td>September-08</td>
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<tr>
<td>September-09</td>
<td>15</td>
</tr>
<tr>
<td>September-10</td>
<td>25</td>
</tr>
<tr>
<td>September-11</td>
<td>70</td>
</tr>
</tbody>
</table>

Total: 80
History of Green Teams –

**Green Paws Participants**

Total: 1516

**Green Paws Offices**

Total: 84
History of Green Teams –
Where are we headed

- Ripple effect analogy
- Expand outward
- GT 80 to 500
- GPP 1516 to 9000
ABC’s of Behavior Change

Awareness
ABC’s of Behavior Change
ABC’s of Behavior Change

Culture
ABC’s of Behavior Change

Systems
ABC’s of Behavior Change

Now let’s give the ABC’s a try!
Named one of the 50 most influential management thinkers in the world in 2011.

*DRIVE: The Surprising Truth About What Motivates Us.*
Let’s discuss Dan Pink’s innovative ideas!
The Three Factors

1. **Autonomy**: Our desire to be self-directed and engaged at work.
   
   “I want to do something interesting, please don’t stand in my way.”

2. **Mastery**: Our urge to get better at things.
   
   “I want to improve myself as well as to help others improve.”

3. **Purpose**: Our desire to be connected to a larger purpose.
   
   “I want to make a difference.”
“Walk-About”

“I want to put a ding in the universe.”
Steven Jobs

Find out how, with your Green Teams, you ‘put a ding in the universe’!
Station 1

- Provide some examples of how Autonomy is present in your Green Team

Station 2

- As a Green Team leader, how do you encourage Mastery in your Green Team?

Station 3

- How do you tap into your Green team members’ needs to find Purpose?
Understanding People

How we view our decision making...
Understanding People

Much closer to the truth.
We could all use a little more Spock, but we also need to find ways to make our Spock side appeal to Homer.
SMART Goals

- Specific
- Measurable
- Actionable
- Realistic
- Time-Bound
4 Steps Towards Change

1. SMART Goals
2. Develop action plan
3. Roles and Responsibilities
4. Implement and evaluate
Implement a program with your Green Team based on what you’ve learned. This could be a specific, behavior targeted program or simple identifying how to put your green team together.

Keep in mind all we have talked about and collaborate!

We are here to offer guidance!
Moving forward: Next Steps

Before our next program on September 18, please do the following:

1. Bring back ideas of what should be in the final Green Team Training.

2. The outcomes from your Green Team project implementation.

3. Visit www.humanmetrics.com and complete the Jung Typology test. Please bring that information to the next program.
Networking/Brainstorming Sessions

We will be available to offer coaching during this process. If you are interested please contact us to set-up a time. If multiple groups are working on similar projects we can offer a group session.
Go forth and prosper