

Funding for team-building measures

Successful teams benefit the university in many ways: They are more productive, more creative and healthier. In order to spark, foster or restore positive team dynamics, the University of Konstanz provides funding for different team-building measures that pursue one or more of the following aims:

1. Defining shared team goals
2. Clarifying the tasks and responsibilities of team members
3. Defining internal team processes and/or communication
4. Promoting constructive and respectful communication
5. Fostering trust and a sense of belonging among team members
6. Resolving conflicts

Team-building measures can be funded if they are supported by either external professionals or qualified internal staff. They define the goal, format and duration of the intervention together with the team's leader and, in the case of academic support services, in consultation with Human Resources.

As long as the corresponding organizational unit has sufficient budget funds, they can be used for the following expenses for team-building measures:

- Payment of team developers (e.g. for moderating the team-building activity)
- Room rental fees
- Small refreshments such as mineral water, coffee, tea, cookies

No funding can be provided for team social events, such as:

- Excursions (hiking trip, climbing activity, canoe trip, boat trip, etc.)
- Visits to museums or cultural events (cinema, theatre, concert, etc.)
- Meals at restaurants, cafés, etc.
- Room rentals that go beyond the team-building activity itself (several-day stay at a cabin, etc.)

Times for such activities also cannot be counted as working hours. Aside from this, staff members are entitled to participate in the university staff outing that takes place once per year during working hours.

These regulations apply to all teams (academic staff and academic support staff) at the University of Konstanz and all measures for solely team-building purposes. The regulations do not apply to retreats or internal planning events focusing on research or strategic planning.