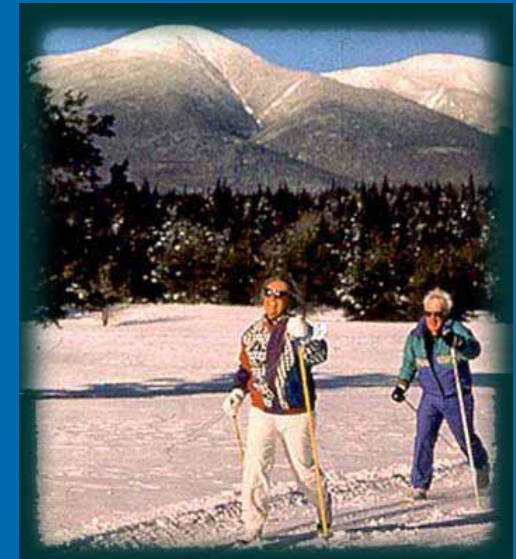


Green Team Basics

**N.H. Department of Environmental
Services**

www.des.nh.gov



What is a Green Team?



A green team is a group of employees who have volunteered to pioneer improvements to the company's environmental practices.

Getting Started

Anyone can start a Green Team

- Need to be a team player
- Recruit others

- **Get management support!**



Build the team

- **Schedule a kickoff meeting**
- **Invite attendees by email, at staff meetings and/or posting notices in common areas.**

Or,

- **Ask each department to nominate a representative**



Brainstorm



Successful Brainstorming

1. Define the issue clearly
2. Keep the session focused on the issue
3. Allow no criticism or evaluation
4. Ask everyone to contribute
5. Welcome creativity and have fun
6. Encourage the development of ideas, but don't get stuck on one track for too long!
7. Designate a note taker (use flip charts)

Next Step - Evaluate



- Which projects make the most sense?
- Start simple and basic
- Determine who should be involved!

Choose an evaluation technique

Criteria Matrix

project	E	I	C	Total
recycle cardboard	3	5	5	13
recycle bottles & cans	3	3	2	8
change lighting	5	4	3	12
replace snowmaking equipment	5	2	1	8
install water efficient toilets	4	3	3	10

E = Effectiveness I = Implementability C = Cost

Next Step – Goals & Objectives

- Establish *measurable* objectives & goals
- Establish timelines
- Note each members role in the project

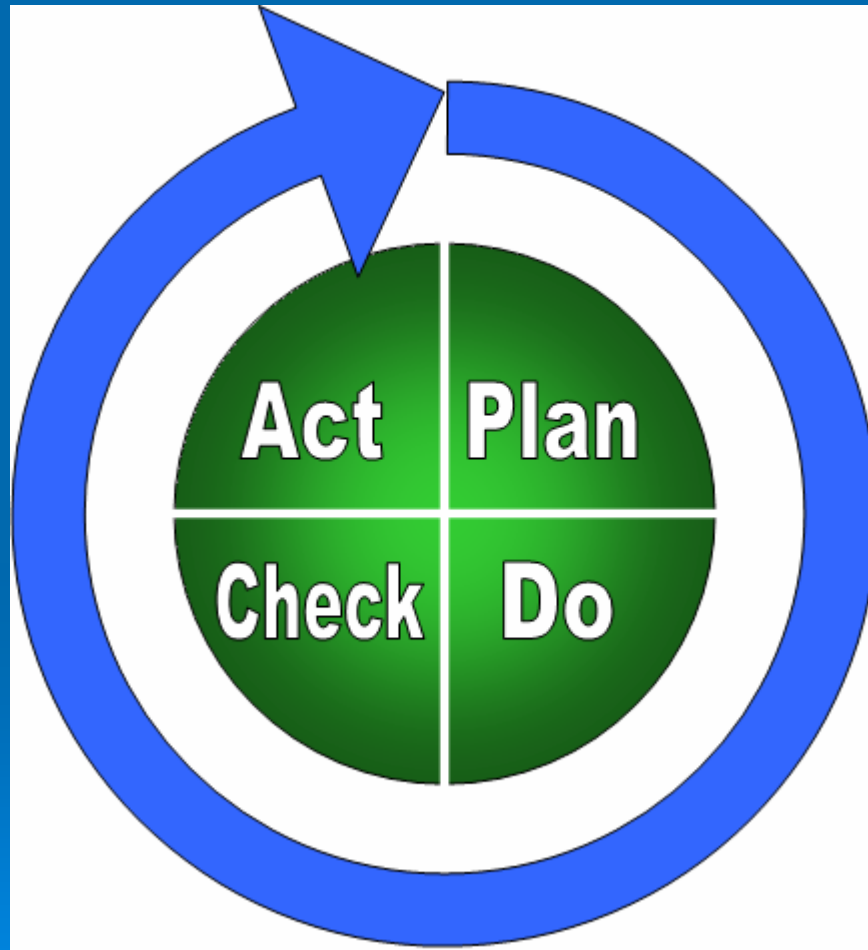
Launch the Project



What is next?

- Reconvene the core group
- Return to the list to determine the next best project
- Build off the momentum of the original project
- Don't forget to check on the original project!

Consider an Environmental Management System



Sustaining the team

- 1. Involve them**
- 2. Communicate**
- 3. Celebrate individual & team performance**
- 4. Set challenging, but attainable goals**
- 5. Make sure the team has the tools to succeed**
- 6. Manage poor performance**
- 7. Believe in the team**

Call us for help!

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