

TEAM BUILDING

What is Team Building?

It is about a group that is working to common goal.

The team shares a common identity. This means that decisions are reached by consensus of opinion, that rules are internally established, and rewards and punishments are shared by team members.

The Purpose of Team Building

It is to promote cooperation which is fundamental to attaining the goal set. It requires that team members work together in order to achieve success.

Expectations of Team Building

Team members must be well aware of the goal that is to be achieved.

Members must know the purpose behind setting out to achieve a particular goal.

The commitment of all team members is essential to attaining the goal that has been set.

Motivation is an essential part of team building as it drives members to achieve the goal. (Ref: Federick Herzberg: Motivation- Hygiene Theory)

Developing a Culture of Team Work

It is based on collaboration and cooperation

- Thinking
- Planning
- Decision making
- Building trust
- Openness

Leadership:

In developing a team, it requires that there is a leader.

The team leader must lead and interact with others in the team.

The leader should be of sound character and therefore be trust worthy. The leader is expected to be a good communicator, and should be able to communicate his vision to team members. Commitment, confidence and a caring sense are all qualities a leader should exhibit.

Values/beliefs:

These formed the ground rules which govern the behavior / actions of team members.

Outcomes:

The outcomes bear relation to the processes to be followed in order to ensure accountability. This ensures that the standards set are observed.

Features of Team Building

- Each team member must be willing to play their part
- There must be cooperation and interdependence amongst team members
- There must be mutual trust amongst team members
- Team members must be aware of the goal(s) to be reached, and should identify with the strategies to be employed to reach the desired result.
- Each team member should know the role that he /she is expected to play
- Team members share ideas, respect the views and opinions of other members
- Team members should have the ability to accept criticisms, avoid personal attacks and confrontations
- The team benefits from a team leader who has good people skills and has the ability to influence team member.

The importance of building good Team Ethics

The observance of good team ethics is crucial to the success of the team. This is about following the standards, policies, practices and procedures that have been set by the organization.

- Professional standards and ethical code of conduct
- Corporate culture
- Corporate policies and procedures
- Personal and team values

Impediments to Good Team Building

- Poor communication between group members
- Evidence of conflict and lack of trust
- Failure of team members to contribute to the team efforts, and to the achievement of a common goal
- Lack of cooperation
- Display of individual behavior which is not in the best interest of the team effort
- The team and individual members not prepared to take risks.