



TEAM BUILDING



What is Team Building?

- A team is a group of people working towards a common goal
- Team building is a process of enabling them to achieve that goal



Purpose of Team Building

- Cooperation: contributing to the overall **success** of the organization.
- Working with fellow members of the organization **to produce results.**

Expectations of Team Building

- **Clear Expectations:** Knowing what it is you want to achieve
- **Context:** Knowing your purpose and how you are setting about achieving your goals
- **Commitment:** The importance you attached to achieving your goals

- **Motivation**

 - Frederick Herzberg: Motivation-Hygiene Theory**

Herzberg believes motivation produces feelings of satisfaction and drive employees to succeed.

Motivation Factors

- Recognition
- Opportunity for advancement
- Sense of accomplishment
- Responsibility
- Interesting, challenging work

Developing a Culture of Team Work

It is based on collaboration and cooperation

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



1. **Leadership** – how the team leader leads and interacts with others (in the team).
2. **Values/beliefs held by the team** – most teams have ground rules.
3. **Consequences** – a well defined accountability process is necessary to reinforce desired behaviors and attitudes.

Key Characteristics of Team Building

- ❖ High level of interdependence among team members
- ❖ Team leader has good people skills and is committed to team approach
- ❖ Each team member is willing to contribute
- ❖ Team develops a relaxed climate for communication
- ❖ Team members develop a mutual trust
- ❖ Team and individuals are prepared to take risks
- ❖ Team is clear about goals and establishes targets
- ❖ Team member roles are defined
- ❖ Team members know how to examine team and individual errors without personal attacks
- ❖ Team has capacity to create new ideas
- ❖ Each team member knows he or she can influence the team agenda

THE FIVE "C'S" OF LEADERSHIP

- Character – Trust
- Caring
- Commitment
- Confidence
- Communication - Vision

Team Ethics

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

STEPS TO SUCCESSFUL TEAM WORK

- Incentive
- Non discriminatory
- Adherence to the rules
- Participation

CONCLUSION

"The ratio of We's to I's is the best indicator of the development of a team."

Source: Lewis B. Ergen

