

TEAM BUILDING

What is Team Building?

- **Team Building is an active process by which a group of individuals with a common purpose are focused and aligned to achieve a specific task or set of outcomes.**

What is a Group?

Collection of *two or more interacting individuals* with a *stable pattern* of relationship among them who *share common goals* and who *perceive themselves as being a group*

TEAM - Special kind of group

- A group whose members have complementary skills and are committed to the common purpose or set of performance goals for which they hold themselves mutually accountable.

A Team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.

WHY TEAMS ARE IMPORTANT ?

- ❖ To break individualism feeling
- ❖ To perform complex tasks easily
- ❖ To foster synergy for effectiveness and efficiency
- ❖ To satisfy individual needs and organizational needs of its members
- ❖ Team building should be a way of life in satisfying the customers

- ❖ **Capacity to Innovate**
- ❖ **Accomplish Task/Tasks**
- ❖ **Respond rapidly to Changing Environment**
- ❖ **Different perspectives to the problem or opportunity**
- ❖ **Can see the whole problem**
- ❖ **Foster Collaboration**
- ❖ **Build lasting networks**
- ❖ **Ideas and information flow more rapidly**
- ❖ **Actions become easy**
- ❖ **Hold team members to high standards because of peer pressure**

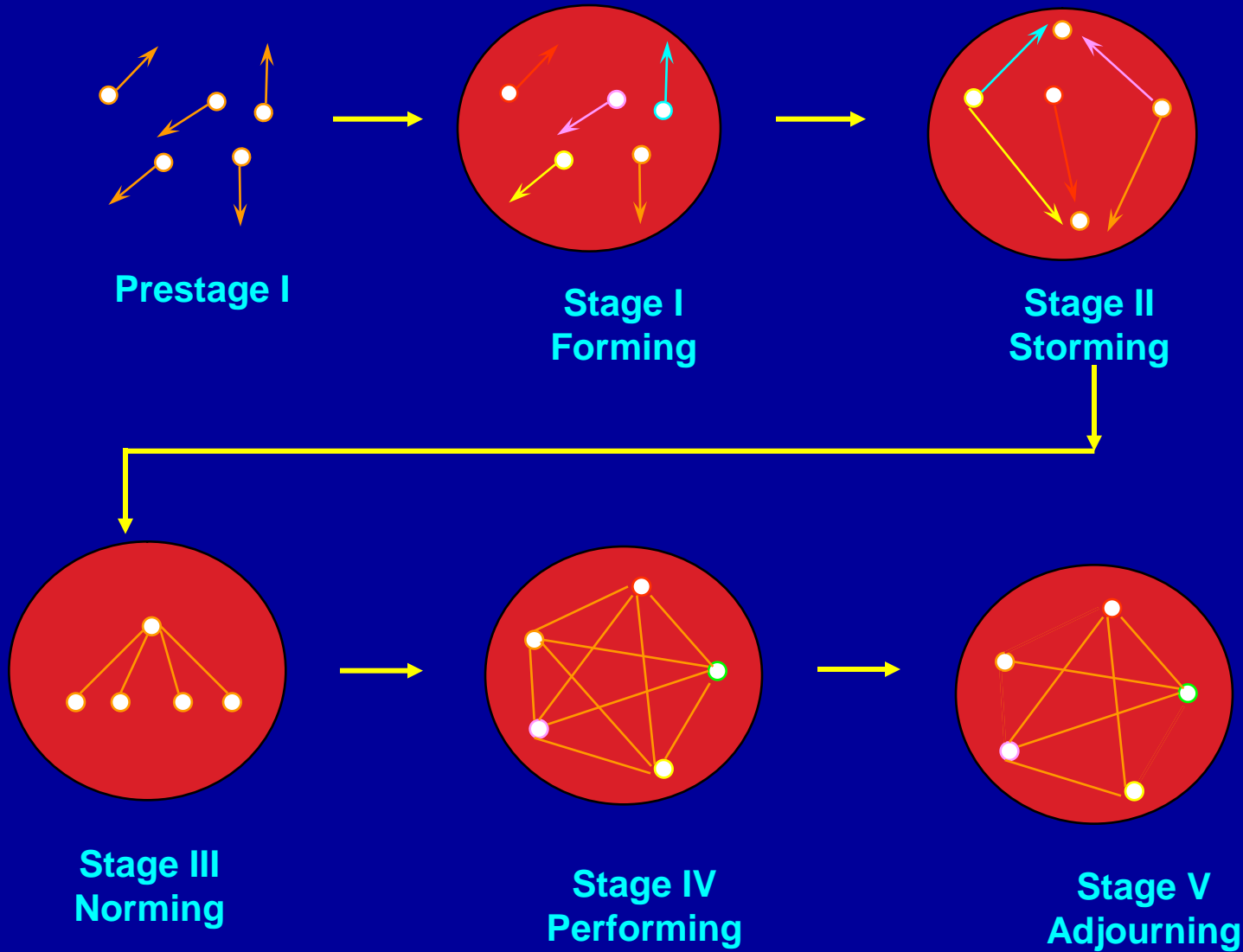
WHAT A TEAM IS NOT?

- ❖ A collection of individuals who happen to have the same work place
- ❖ A collection of individuals who happen to have the same Director or Line Manager
- ❖ A collection of individuals who do the same job in the same department

ESSENTIAL SKILLS FOR THE TEAM

- **Technical and functional expertise**
- **Problem solving and decision making skills**
- **Interpersonal skills**

THE FIVE STAGE MODEL



Stages of Group Development by Tuckman

STAGE 1

FORMING

- Feelings not dealt with
- Confused & uncertain
- No 'rocking the boat'
- Poor listening
- Weaknesses covered up
- Unclear objectives
- Low involvement



STAGE 2

STORMING

- Experimentation
- High degree of conflict
- Wider options considered
- Personal feelings raised
- More listening
- Leadership accepted

EXPERIMENTING

UNDEVELOPED

NORMING

- Methodical working
- Agreed procedures
- Established procedures
- Cohesive

STAGE 3

CONSOLIDATING

PERFORMING

- High flexibility
- Appropriate leadership
- Maximum use of resources
- Personal obligations recognized
- Development a priority

STAGES OF TEAM DEVELOPMENT



HOW TEAMS WORK BEST

- Common purpose
- Specific Performance Goals
- Optimum Size
- Complementary Skills
- Common Approach
- Mutual Accountability

WHAT MAKES AN EFFECTIVE TEAM

- Clear Objectives and agreed goals
- Openness
- Support and Trust
- Cooperation
- Sound procedure for decision making
- Appropriate Leadership
- Sound inter-group relations

TEAM'S MAGIC WORDS

- Trust
- Morale
- Communication
- Conflict
- Respect

WHAT TEAMMATES DO?

- Teammates inconvenience themselves to help each other
- Teammates demonstrate patience and concern for each other
- Teammates consider love and caring an act of will – they choose to do it
- Teammates enjoy each others successes and avoid envy and jealousy.

WHAT TEAMMATES DO?

- Teammates show compassion for each other. They can identify with the pain of others, and they're compelled to help relieve it.
- Teammates forgive each other. They believe others will respond to forgiveness with a deep sense of appreciation and a desire to act responsibly.

REMEMBER

- Together
- Everyone
- Accomplishes
- More
- With
- Organization
- Responsibility, and
- Knowledge