TEAM BUILDING FOR THE WORKPLACE

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Team building can be defined as:

1. A philosophy of job design in which employees are viewed as members of interdependent teams instead of as individual workers.

2. An ability to identify and motivate individual employees to form a team that stays together, works together, and achieves together a common goal.
What is the common denominator of all employees working for the same organization?

All employees should work towards enhancing their knowledge and abilities of the job in efforts to increasing productivity to maintain the success of the Organization!
IMPORTANCE OF TEAMS

- Teams initiate change – they provide feedback and supply organizations with new innovative ideas

- Teams are natural problem solving devices – they allow open communication and create new communication lines
Teams are a safety blanket, allow for more efficient work, and leave room for less error.

- Produces a higher degree of success

- Teams are collections of an organization's best assets – teams allow each member to bring a different asset to the group.
It is amazing how much people get done if they do not worry about who gets the credit.

Swahili proverb
Teams are sought to work best when members have the following:

- Commitment to common objectives
- Defined roles and responsibilities
- Effective decision systems, communication and work procedures
- Positive personal relationships
4 STAGES TO TEAM BUILDING

1. Forming
2. Storming
3. Norming
4. Performing
During this stage you form the team and identify...

- The team and its common goal by defining the problem

- And define Individual roles through selecting the necessary information needed to accomplish the goal

- The development of trust amongst team members
During the Storming stage, the following may occur:

- The realization the team will endure setbacks along the way and the task is far more difficult than what was initially thought.

- Attitude changes and disagreements may arise. i.e. thoughts of doubt to their success.
STAGE # 2
STORMING CONTINUED...

- Team members may become resistant towards the task at hand and be reluctant to pursue.
- Collaboration may crumble and lack of communication may arise.
- The team may begin to question everything about them.
During the Norming stage, the following may occur:

+ The team develops a realization that they will not fail and collaboration is key in their success

+ Team members accept their roles and what is expected of them from the team. They understand the importance of the specific asset each team member brings to them
During the Performing stage, the following may occur:

- Team members have a better understanding of each person's strengths and weaknesses
- Team is able to work through conflict and resolve differences
Interdependent people combine their own efforts with the efforts of others to achieve their greatest success.

- Stephen Covey
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