



Today's workplace requires individuals to work as a team to meet challenging business goals and objectives. However, most teams are not as productive because they are lacking a sound process for communicating properly, facilitating meetings, and managing disagreements to reach the best possible solutions.

The concept of teamwork is extremely important to the success of any group. All coaches talk about working as one unit, as a unified team. Teamwork and unselfishness create the backbone of a great team, without those individual players cannot realistically compete. You can have a group of superstars, but if they do not work well as one unit, chances are they are not going to be as successful as you would think. The team working as one cohesive unit is going to be the key in their success.

As our society continues to become more fluid and dynamic, so does the need to work closely with one another in team settings. The ages of living day-by-day in quite isolation and solitude are no more. With the ever increasing amount of globalization and specialization in our workplaces, individuals are now forced to work with all sorts of different groups in both their professional and personal lives.

However, when we first join a new group of individuals, it often takes a great deal of time before we become acclimated to our new relationships.

This is even more so the case when we join a new organization or work team, because we have the added responsibility of familiarizing ourselves with the team's mission, goal, and objectives.

Teams are built within a company, quite simply with the intent of reaching a common goal or goals. In turn, in achieving their objectives, they will help to improve the quality of services or products rendered to the customer.

Leading an organization's teams to the highest standards of performance can be accomplished through a multitude of venues including behavioral development, experiential learning, mentoring and cultivation of working relationships.

Team building skills are critical for your effectiveness as a HR Manager. And even if you are not in a management or leadership role yet, better understanding of team work can make you a more effective employee and give you an extra edge in your corporate office.

A team building success is when your team can accomplish something much bigger and work more effectively than a group of the same individuals working on their own. You have a strong synergy of individual contributions. But there are two critical factors in building a high performance team.

The first factor in team effectiveness is the diversity of skills and personalities. When people use their strengths in full, but can compensate for each other's weaknesses. When different personality types balance and complement each other.

The other critical element of team work success is that all the team efforts are directed towards the same clear goals, the team goals. This relies heavily on good communication in the team and the harmony in member relationships.

While it may seem a bit elementary to a select few, one of the primary reasons why corporate teams fail is because they don't realize what working as a team really means.

More often than not, they are aware of the various characteristics that are trademarks of a good team, such as flexibility and dependability, but they lack an understanding of what truly brings them together as a team.

The one dynamic that differentiates a team from a group of individuals is having one goal. Whether the team is composed of payroll processors, recruiting specialists, or custodians, they will not be able to work efficiently as a team unless they are all working toward the same goal. It is having a shared goal that transforms a group into a team, and without understanding and commitment to that goal, all attempts to improve teamwork will have limited value.

Define the Need

As the leader, you must establish the broad, compelling purpose for the team. What is the large, desired outcome? What do you want to improve? Eliminate? Change? Don't be afraid to dream big. But resist the temptation to handcuff the team by writing a detailed prescription in advance of the diagnosis.

Your vision, properly articulated, will be the engine that drives and inspires your team. It will determine who should be on the team, what resources are needed, how quickly a conclusion must be reached, what falls within the scope of the team, and how success will be measured and rewarded.

If you are looking for a way to develop team work skills, there are a couple of ideas that have been proven successful time and again. It is up to you to decide what kind of team work project to be incorporated, and how much time, effort, and money you are willing to put into the project.

Building team work capacity is one sure fire way to get better production for your employees. If you can build team work and happiness in your employees, they will in turn reward you by improving that all mighty bottom line.

Some valuable rules of thumb to make sure you get positive results from teambuilding activities:

DO:

- Pick the right venue so it makes sense for the people and the business.

- Expect it to build culture and generate positive energy for the company.
- Use it as an opportunity for employees to meet those whom they don't already know.
- Know what you want to accomplish from a business perspective.
- Be sensitive to how people feel.
- Use activities that have different roles in order to motivate maximum participation.
- Send out agendas beforehand and encourage employees to come forward and express concerns.

DON'T:

- Over analyze it or try to make it too serious.
- Try to make it into something it's not by imposing an expected outcome.
- Throw teambuilding into the mix if you have inter-relational problems or conflict at work.
- Expect it to teach people how to work better together in the real world, in real time.
- Force anyone to do something he/she doesn't want to do.
- Make people feel self-conscious or guilty about opting out.

In other words, don't expect a game of paint ball or a cooking class to solve relationship problems back at the ranch. But if done right, do expect people to have a good time and feel good about the company for which they work.

Follow these guidelines and you're well on your way to creating a high performance team. Develop the basic skills and a game plan, and stick to it. Work as a team and you can beat some of the best individuals out there -- if the best don't work as a team.

To understand the effectiveness and functions of team work, we can observe the nature like for instance study the behaviors of some animals who are known to express their best when acting as a team i.e. Geese:-

Teambuilding Lessons We Can Learn from Geese

Lesson #1 –

As each bird flaps its wings, it creates uplift for the bird following. By flying in a "V" formation, the whole flock adds 71 percent greater flying range than if one bird flew alone.

Lesson Learned – People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the strength of one another.

Lesson #2 –

Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front.

Lesson Learned – If we have as much sense as geese, we will stay in formation with those who are ahead of where we want to go and be willing to accept their help as well as give ours to others.

Lesson #3 –

When the lead goose gets tired, it rotates back into the formation and another goose flies at the point position.

Lesson Learned – It pays to take turns doing the hard tasks and sharing leadership.

Lesson #4 –

The geese in formation honk from behind to encourage those up front to keep up their speed.

Lesson Learned – We need to make sure our honking from behind is encouraging, and not something else.

Lesson #5 –

When a goose gets sick or wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again, or dies. Then they launch out on their own, with another formation, or they catch up with their flock.

Lesson Learned – If we have as much sense as geese do, we too, will stand by each other in difficult times as well as when we are strong.

The importance of teamwork lies in the significant effect that it produces, especially when being properly applied and managed. It creates flexibility and coordination among members and enables them to use their talents and participate in taking decisions.

It also provides a great deal of acceptance, understanding and physical interaction, which cannot be gained individually. That's why members rely on teamwork to get the feedback, attention and moral support which they constantly need.

As a result, this leads to a great improvement in the quality of work produced, making the process more fun and less frustrating. This is why teamwork was identified as one of the top skills needed by many employers, and one of the crucial abilities they look for especially when recruiting and this is why many businesses and institutions have also come to realize the importance of teamwork and the imperative role teams play in the growth of an organization.

Happy Working,

About the Author

Syed Imtiaz Hussain is Head of HR & Administration in one of the leading multinational Company. As a member of top management team; he develops a highly professional A-Class HR environment in the organization by utilizing his vast practical and visionary experience of HRM and HRD.

He believes organizations that invest in people can face the global economic and technological challenges in better way.

His numerous of articles were Published in leading Newspapers and practitioner journals. He is also the author of "**HR Global Challenges**".

If you have questions or comments about this article, you can contact Imtiaz at (www.whrppk.com) imtiaz@whrppk.com