



# Have you ever been in a destitute situation?



Where you wish...

- there were a few more people to give ideas.
- there were some more hands to do this job.
- there were a few more people to meet the deadlines.





## The Need

- To produce new ideas
- To develop a plan of action
- To come up with solutions to problems



# Welcome to Team Building

13 December 2015

**There's no "I" in TEAMWORK**



## Objectives

- Improve effective communication
- Boost morale and motivation
- Get to know each other better
- Learn effective strategies
- Improve productivity
- Learn about one's strengths and weaknesses



# Goal of this presentation is to learn about:

1. Team building
2. The structure of a team
3. Team maintenance





## Definition

An effort to create a climate that encourages, and values the contributions of people, with energies directed towards problem-solving and task effectiveness to achieve the team's purpose.





# Team building in all facet of human life





# Team building in realization

## Real life example of team building







# Leader

## Requirements from a leader

- Communications skills
- Commitment to team
- Long range perspective
- Develop a set of principles
- Confront and resolve conflicts

## Benefits of team building

- Helps clarify objectives and goals
- Improves managerial and leadership skills
- Identifies strengths and weaknesses of the team



# Members

## Requirements from members

- Interdependence
- Awareness that they can influence the agenda
- Patience and commitment to long term goals
- Positive attitude towards change

## Benefits to members

- Improves support and trust level
- Improves interaction
- Improves the ability to solve problems
- Improves relations



# Steps to Team Building

1. Define goals
2. Establish targets
3. Identify resources
4. Define roles and responsibilities
5. Set up principles
6. Facilitate communication
7. Generate ideas and solutions
8. Monitor progress
9. Analyze mistakes
10. Share rewards



# Team player styles of working

Share your thoughts about these photos





# Team player styles of working

- Challenger
- Contributor
- Supporter
- Quality Controller





## Short Quiz

**1. The leader of a team requires to have**

- A. Super skill sets
- B. A long range perspective
- C. The ability to work alone



## Short Quiz

**1. The leader of a team requires to have**

- ~~A. Super skill sets~~
- B. A long range perspective
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## Short Quiz

### 2. An important step to team building is

- A. Recognize the talents, skills, knowledge and experience of all team members
- B. Celebrate success
- C. Both A and B ★



# Team Structure

Types of teams – depend on type of tasks





# Team Structure

## Challenges to team structure

- A team member who dominates the group all the time.
- Unwillingness to take responsibility
- Decisions are hurried, taking shortcuts.
- Lack of team structure creates:
  - Stress at workplace
  - Efficient people quit
  - Bad name to the organization





# Team Maintenance

## a) Leadership

- Every team must have a leader
- The team leader is finally responsible for the team and its achievements
- The team leader should inspire the team, understand and convey the vision of the team
- Be a good listener
- Set clear goals
- Encourage communication between team members



# Team Maintenance

## b) Tools

- Goals
- Meetings at regular intervals
- Chairing
- Minutes



# Team Maintenance

## c) Nurturing

- Feelings – provide opportunity to share feelings
- Relationships – promote relationships
- Challenges – challenge team members to get the best out of them
- Celebrations – celebrate success, small or big



# Questions?

Thank you!