

WELCOME!



Teamwork

Building Stronger Teams



Course Objectives

- Identify the basic concepts of how teams work
- Realize the importance of team work
- Learn how to appreciate our differences & how to build trust
- Develop the skill of setting & achieving goals



Course Objectives

- Understand the different types of personalities
- Identify the different team roles
- Practice the new acquired skill & get evaluated in a professional way



Course Overview

1

Why
Teams?



2

What's a
Team?



3

Teamwork



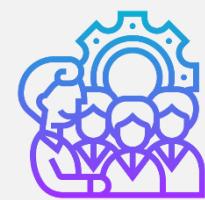
4

Team
Roles



5

Team
Building



Part 1

1

PART I

Why Teams?



Why Teams?

Can I do it alone?

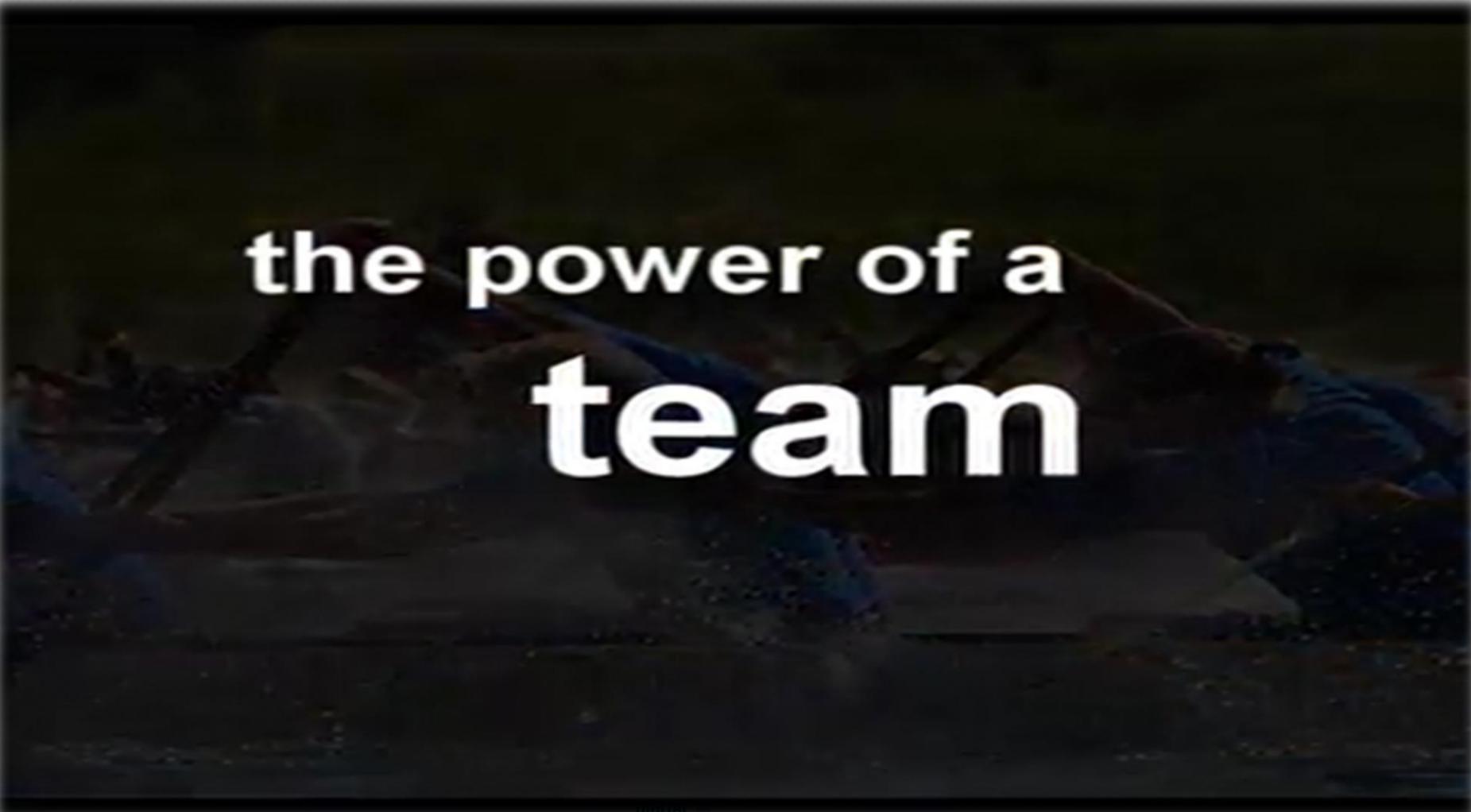


8 Ways to Benefit from Teams

- Team output exceeds individual output
- Complex problems can be solved more effectively
- Creative ideas are stimulated
- Support among team members
- Teams infuse knowledge
- Appreciate diversity



Video Time!



**the power of a
team**

Any Questions



Part 2

PART 2

What's a Team?



What is it?

Dolphins do it...



Whales do it...



Even lions and wolves do it...



And of course people do it...

So what is it that they all do?

What's a Team?

Write One Sentence Defining the Word
TEAM



What's a Team?

- A team comprises a **group of people** linked in a **common purpose**.
- Teams are especially appropriate for conducting tasks that are high in complexity



What's a Team?

Shared Leadership

Mutual Responsibility

Conscious Authority

Goals

?!



In Other Words, a Team Is...

A group of people who come together under **shared leadership**, **mutual responsibility**, and **conscious authority** to achieve agreed-upon **goals** in a mutually effective fashion.



**TOGETHER
EVERYONE
ACHIEVES
MORE**

Video Time!



Team Size



Team Size

Other works estimate the optimal size between **5-12** members.



It all depends on the task at hand...

Composition

Homogeneous



Heterogeneous





Part 3

3

PART 3

Teamwork



الفرق بين الخلاف والأختلاف

Differences & Conflict

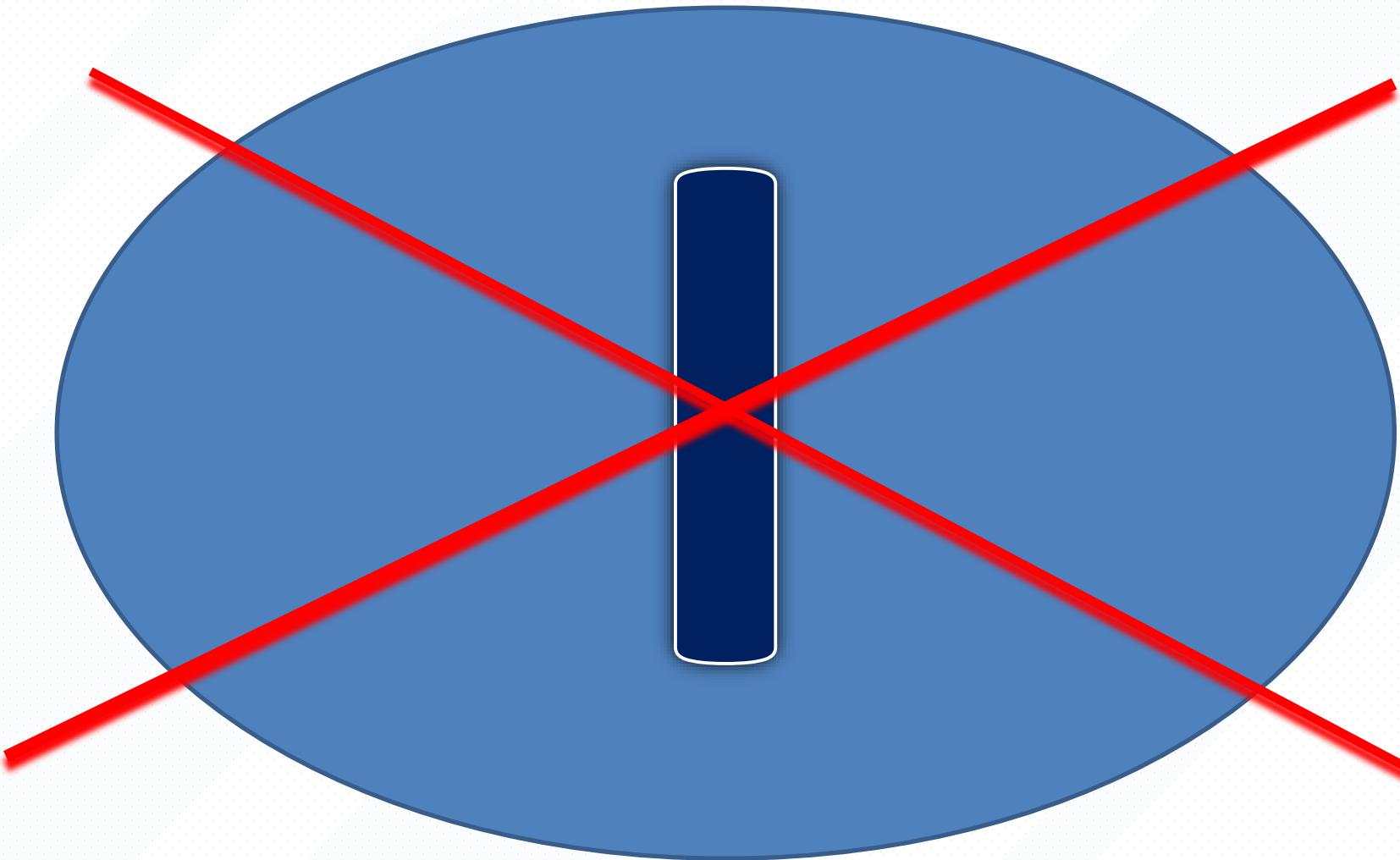


إختلافنا يصنع التكامل

What is Team Work

A joint action by a group of people, in which each person subordinates his or her individual interests and opinions to the unity and efficiency of the group.





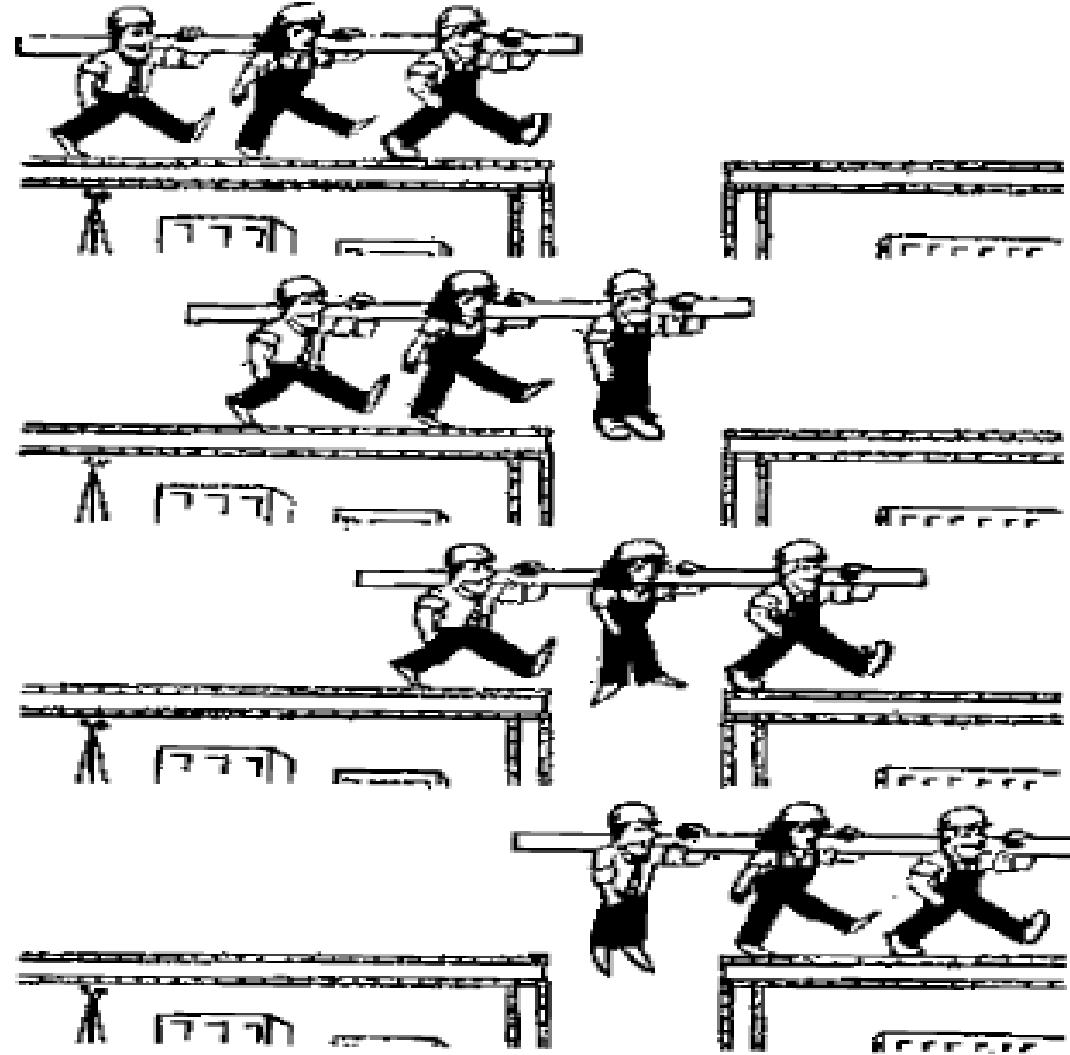
Characteristics of High Performing Teams

- ✓ Small Size
- ✓ Complementary skills
- ✓ Common Purpose
- ✓ Specific Goals
- ✓ Common approach
- ✓ Mutual Accountability



Success Story





**Every member in a team has times
when they need support**

The Ingredients of Successful Teamwork

- Clear Goals
- A Plan
- Clear Communication
- Beneficial Team Behaviors
- Balanced & Equal Team Participation
- Established Ground Rules



Social Skills Needed for Successful Teamwork

- 1. Listening 6. Helping
- 2. Discussing 7. Sharing
- 3. Questioning 8. Participating
- 4. Persuading 9. Communicating
- 5. Respecting

accept respect



Building Towers



Any Questions



Part 4

PART 4

Team Roles



Meaning of success in team work



Diversity VS Similarity

SIMILARITIES

- Easier understanding
- Companionship
- FUN



Diversity VS Similarity

DIFFERENCES

- New ideas
- Wider knowledge base
- Higher creativity with brainstorming
- Improved problem solving
- FUN



Conclusion

We gain more by capitalizing on our

DIFFERENCES



Team Roles

Types of Human Personalities

1. Argumentative
2. Positive
3. Know-all
4. Talkative
5. Comprehensive
6. Negative
7. Apathetic
8. Superior
9. Cunning-fox



MTR-i Team Roles

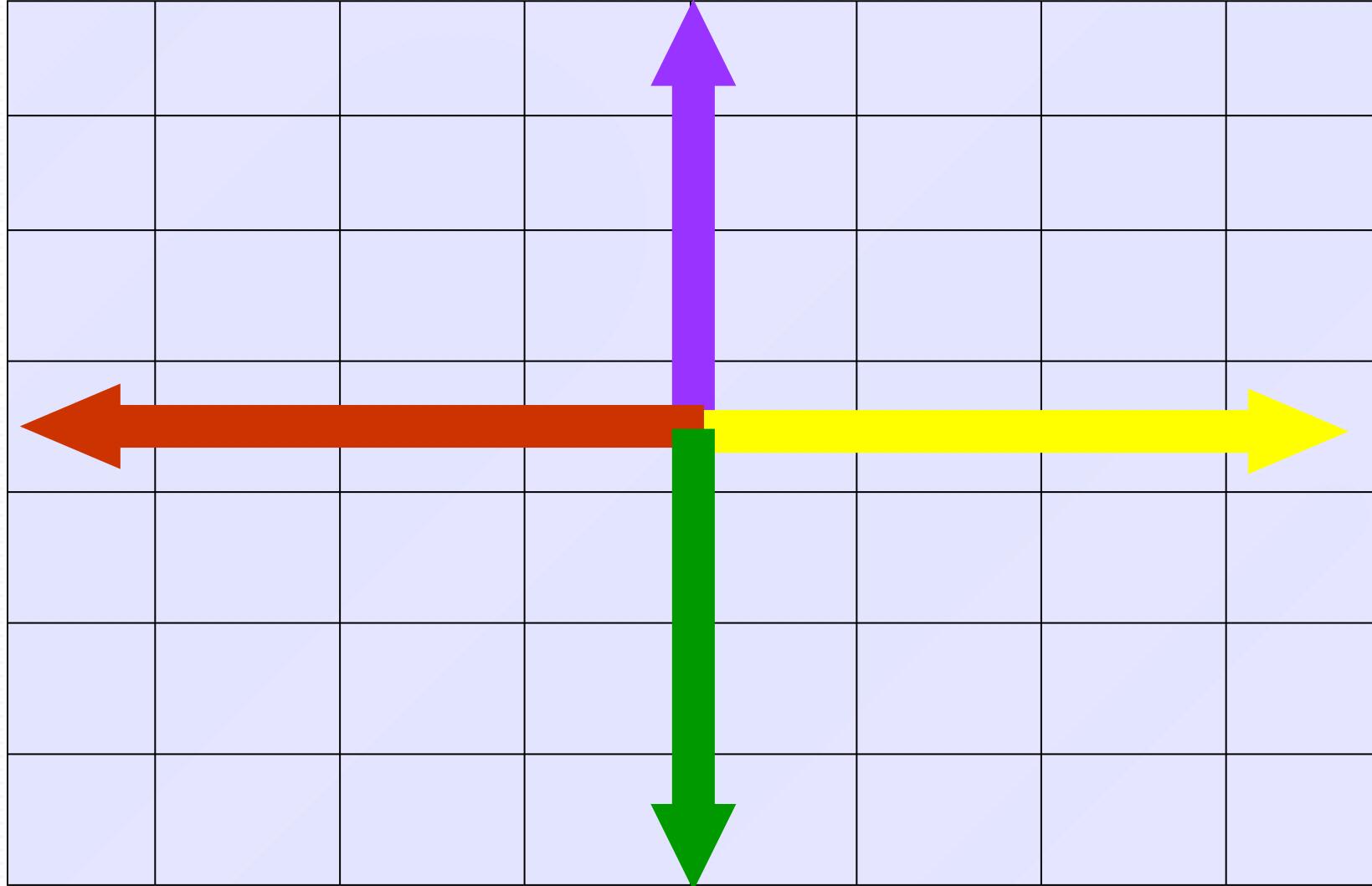
The Myers-Briggs Personality Indicator can be used to identify
your Management Team Roles Indicator



Tasked orientated

Reactive

Proactive



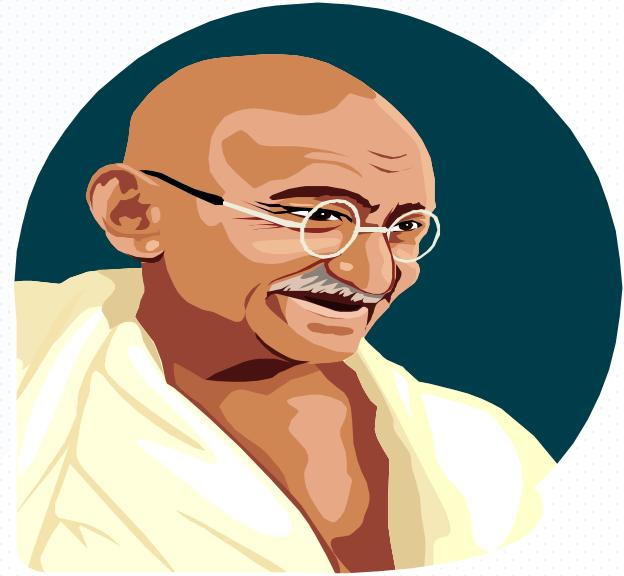
People orientated

Role of a Team Leader



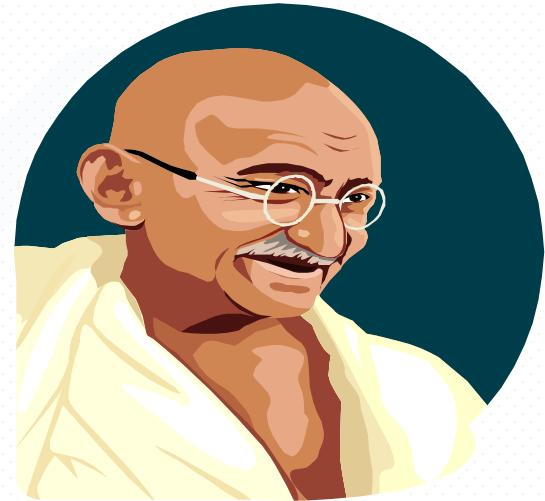
Team Leader

- Provide Purpose/Vision
- Build a star team, not a team of stars
- Establish shared ownership for the results
- Develop team members to fullest potential
- Make the work interesting and engaging



Team Leader

- Develop a self-managing team
- Motivate and inspire
- Lead and facilitate constructive communication
- Monitor, but don't micromanage



Activity Time!



Setting & Achieving Goals



Any Questions



Part 5

PART 5

Team Roles

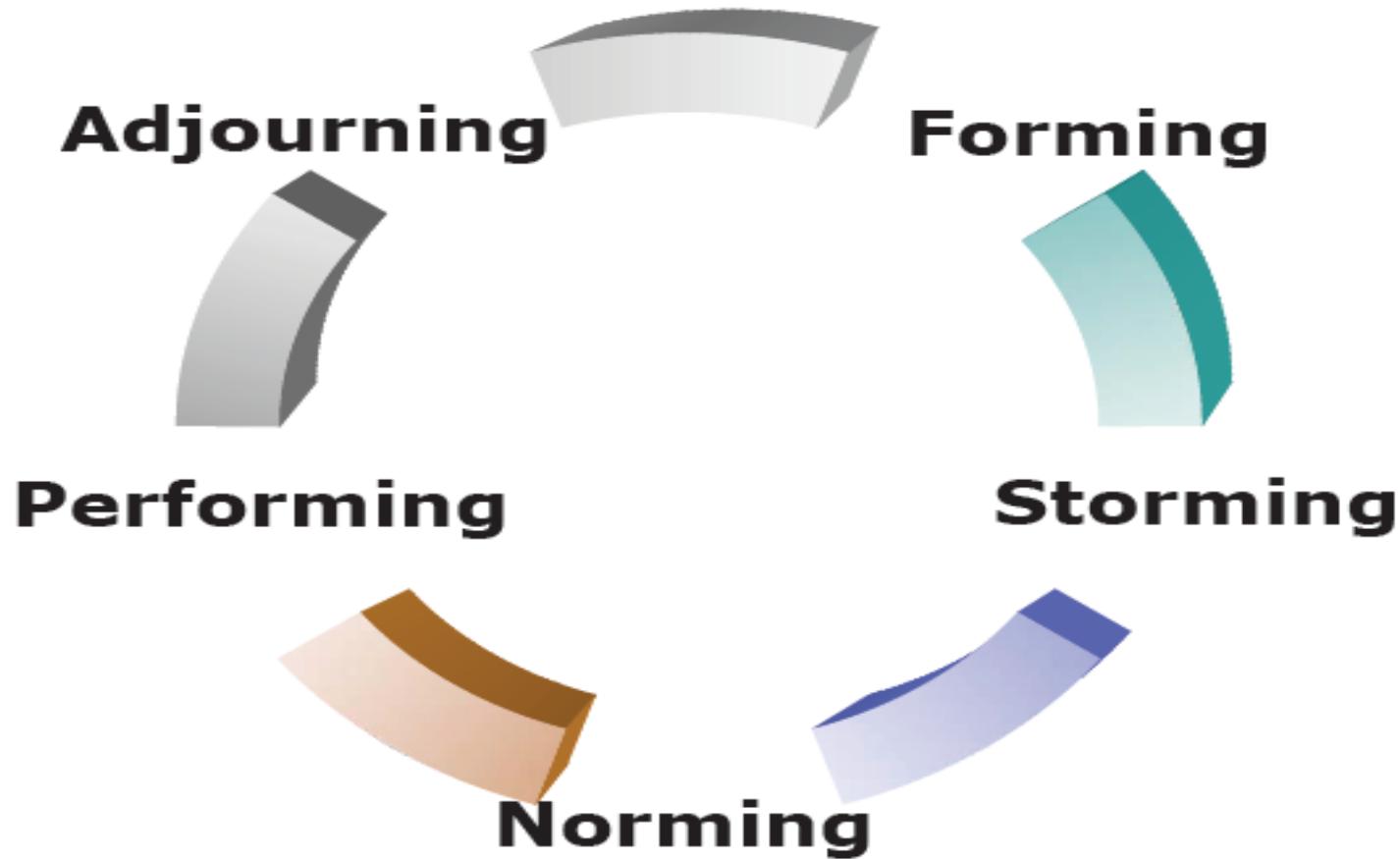


What is Team Building?!



Methods of developing an effective team

Team Building Stages



Example of Soccer Club

The mission

Winning the world cup championship



Forming

The team has been organized by the coach
(Selecting process)

Team members get to know one another



Storming

Decision making/planning Which shows their unity



Norming

Team members **adjust** their behavior to each other
They **build trust** and are **ready** for playing



Performing

Now everyone does his best

Together, not **individually**, they are able to win

They play as a **TEAM**



Achievement Of Teamwork

The award belongs to the **team**, **country** and **people**



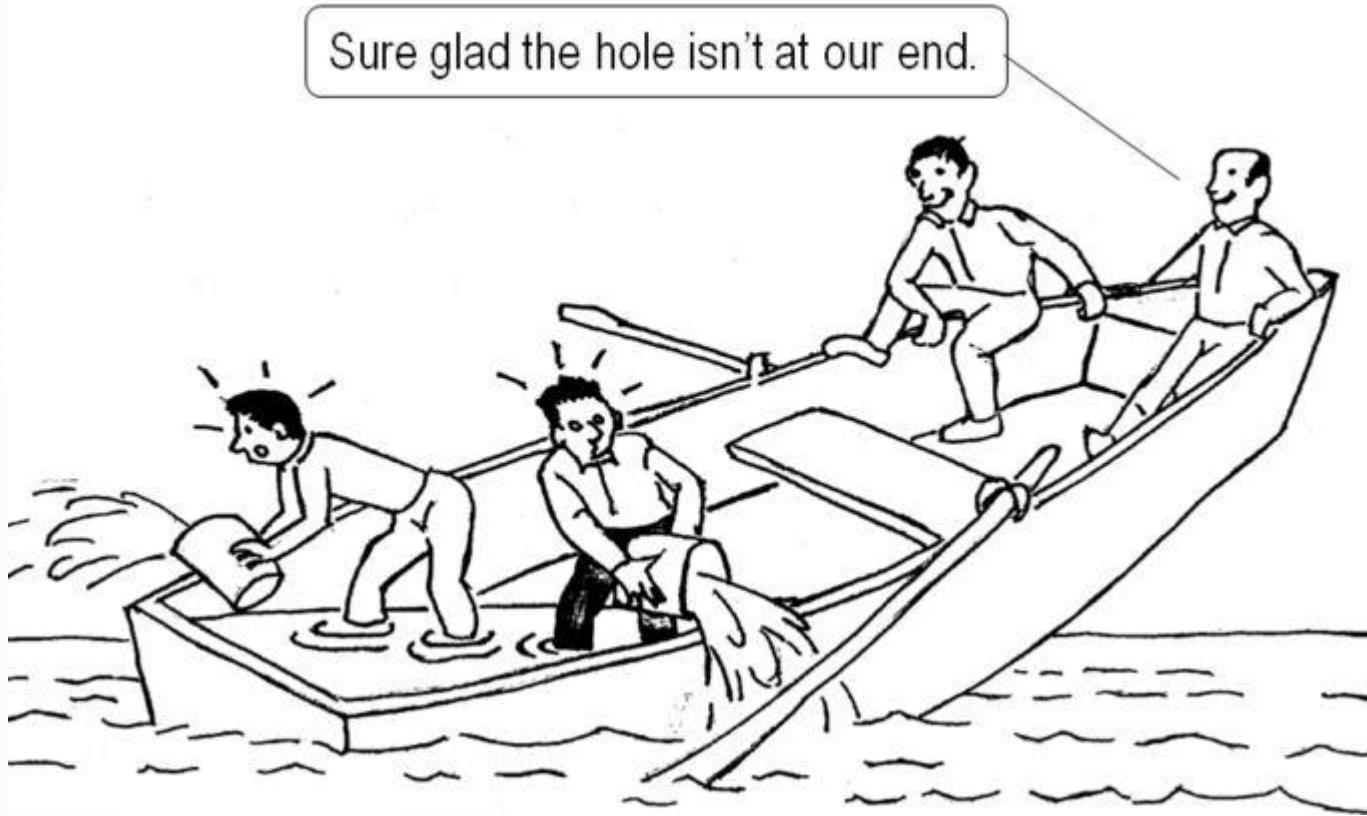


*“Individual commitment to
a group effort - that is what
makes a team work,
a company work,
a society work,
a civilization work.”*

- Vince Lombardi

The Five Dysfunctions of a Team

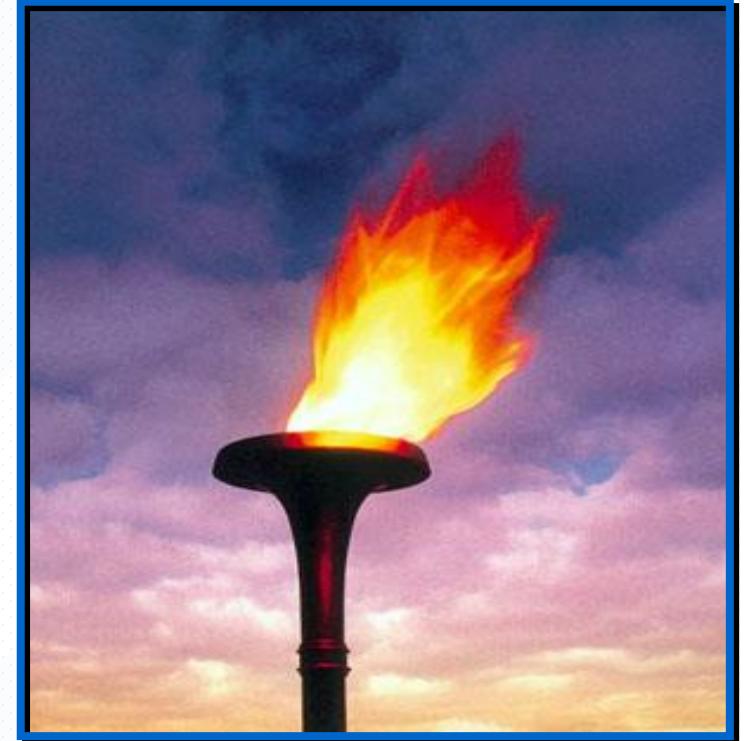
- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results



Summary

Similarities and Differences

- Similarities and differences would always co-exist in our teams
- We benefit from both similarities and differences
- We gain more by capitalizing on our **DIFFERENCES**
- Trust
- No trust = nothing possible
- High trust = nothing impossible



Summary

Setting and achieving goals

- Keep yours and your team's ability in mind while setting goals collectively
- We gain more by capitalizing on our DIFFERENCES

Prove Credibility

- Honor Commitments
- Demonstrate reliability
- Raise the bar consistently





thank
you