

**GITAM UNIVERSITY**

**LEARNING AND DEVELOPMENT DEPARTMENT**

**EMOTIONAL INTELLIGENCE AND REASONING SKILLS**

**CLAD 1001**

**SELF LEARNING MATERIAL**

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## 1.0. Objectives

*After reading this unit, you should be able to:*

- ✓ Explain the idea of team culture.
- ✓ Understand the importance of team culture.
- ✓ Correlate to the identifiers to team culture.
- ✓ Infer how to nourish good team culture.

## 1.1 THE WOLF CULTURE



Do you notice this pack of wolves moving in a straight line? Do you know that there is a structure and order they maintain in this line?

*the first 3 are the old or sick, they give the pace to the entire pack. If it was the other way round, they would be left behind, losing contact with the pack. In case of an ambush, they would be sacrificed.*

*Then come 5 strong ones, the front line.*

*In the centre are the rest of the pack members, then the 5 strongest following.*

*Last is alone, the alpha. He controls everything from the rear. In that position he can see everything, decide the direction. He sees all of the pack.*

*The pack moves according to the elder's pace and help each other, watch each other.*

Amazing right, this is way of life among wolves.

And this way of things among a group of people is what we call a culture.

**If you create the right systems and procedures, you create the right culture.**

### 1.1.1 WHAT IS TEAM CULTURE?

Team culture is the set of shared attitudes, values, goals, and practices that characterizes an institution or organization.

Every company has a prevailing culture. But there are many teams in an organization. Do all teams have the same culture?

No.

Culture is a tricky thing to pin down.

*You can't touch it, but it's felt deeply*

### 1.1.2 ELEMENTS OF TEAM CULTURE:

The following are common elements of team culture.

#### 1.1.2.1 NORMS

Standards of behaviour.

For example, a team with a high tolerance for disagreement.



### 1.1.2.2 HUMOUR

Your team with a lot of fun and inside jokes, where nobody offends anyone is a great indicator of culture.



### 1.1.2.3 CRITICISM

You will criticise my team member when things are to be corrected, but you will allow him/ her to save their face. i.e., you will not criticise them in front of everyone, you will have a personal conversation with them.





#### 1.1.2.4 HABITS

For a 9' o clock meeting, you join the meeting a minute early, every team member joins exactly on time, and the meeting starts as planned. This habit or practice is a great culture.



#### 1.1.2.5 TRADITIONS

When you celebrate your team mate's important moments like their achievements and their birthdays, and they do the same to you. Great culture. I would to be a part of your team.

#### 1.1.2.6 LANGUAGE

When you know the language to use in your meeting (formal, informal; English or regional language) it smoothen the communication process.



#### 1.1.2.7 COMRADERY

When you feel like you belong to your team and they have got your back is a great indicator of a positive and progressive culture.



#### 1.1.2.8 LOYALTY

Putting your team ahead of you. Faithfulness to team commitments and obligations.

#### 1.1.2.9 TONE

The general character or attitude of a team. For example, a creative and collaborative environment as opposed to an overly political environment.

### 1.1.3 HOW TO BUILD A GOOD TEAM CULTURE?

#### 1.1.3.1 DO YOU WORK WITH A TEAM OR A GROUP OF MEMBERS?

This is an important question – one that every team member needs to be able to answer. And leaders need to understand if the people they lead function as a team or a group of members.

Every leader (and team) leans one way or the other. And if you are going to serve your team and your organization most effectively, you must know if you are part of a team or a group of members.

Every team member should know – Do I work with a team or a group of members?

#### 1.1.3.2 HOW DO YOU DEFINE SUCCESS?

Every organization and every team defines success differently, so leaders and team members must clearly understand what success looks like for their team. Only then can team members begin working toward shared goals.

When you clearly and specifically define success, you'll get better results.

When you clearly and specifically define what success looks like, you'll get better results.



#### 1.1.4 RECIPE FOR TEAM CULTURE

## A Recipe to Nourish Your Team and Culture

- Stir the Pot with Love
- Lead with Optimism
- Spread the Vision
- Build Trust
- Fill the Void with Positive Communication
- Add a Big Dose of Transparency and Authenticity
- Create Engaged Relationships
- Combine Inspiration, Encouragement, Empowerment and Coaching
- Fill up with Appreciation
- Heat with Passion
- Bring it all Together with Unity



## 1.2 ACTIVITY

### TEAM CULTURE QUESTIONNAIRE

Here are a number of questions you can use to identify your team culture:

1. Do team members value other's opinions?
2. Do they respect management and their peers?
3. Do they desire to see each other succeed, or are they jealous of another's accomplishments?
4. Do they have a genuine concern for each other?
5. Do they have and appreciate a sense of humour?
6. Do they work hard?
7. Do they have the freedom to participate in decisions, or do they wait to be told what to do?
8. Do they trust each other?
9. Does your team possess the experience, passion, and skill to do the job well?

### 1.3 SUMMARY:

- Team culture is the set of shared attitudes, values, goals, and practices that characterizes an institution or organization.
- You can't touch it, but it's felt deeply.
- The following are common elements of team culture: norms, humour, criticism, habits, traditions, language, comradery, loyalty, tone.
- When you clearly and specifically define what success looks like, you'll get better results.

#### 1.4 GLOSSARY:

- The term *pin down* refers to define or identify something precisely.
- The term *norms* refer to a principle of right action binding upon the members of a group and serving to guide, control, or regulate proper and acceptable behavior.
- The term *tolerance* refers to the allowable deviation from a standard.
- The term *comradery* refers to a feeling of friendliness, goodwill, and familiarity among the people in a group.
- The term *faithfulness* refers to the quality of being faithful.
- The term *leans on someone or something* refers to relying or depending on someone or something.
- The term *stirs the pot* refers to create a discomfort in a conversation.
- The term *optimism* refers to hopefulness and confidence about the future or the success of something.
- The term *transparency* refers to the quality or state of being transparent.
- The term *authenticity* refers to being original.
- The term *empowerment* refers to authority or power given to someone to do something.



## 1.5 SUGGESTED READINGS:

### 1.5.1 Courtesy:

- [Google Images](#)
- [Download Free Pictures & Images \[HD\] | Unsplash](#)
- [What is Team Culture? - Tribe 365](#)
- [LinkedIn](#)

### 1.5.2 Reference:

- The Power of a Positive Team: Proven Principles and Practices that Make Great Teams Great (Jon Gordon), Wiley, 2018.
- Who Not How: The Formula to Achieve Bigger Goals Through Accelerating Teamwork, Hay House Business, 2020.

### 1.5.3 Video Links:

- [This is the way the wolf pack works - YouTube](#)
- [good teamwork and bad teamwork - YouTube](#)