Developing Teams & TRM

MMS Sem II 2022-23   Date: 8th July 2022

AGENDA

1. · Creating Effective Teams
2. · Importance & Benefits of Teams
3. · TRM – Team Relationship Building
4. · TRM – Ways to build Team Relationship
6. · Key Takeaways
7. · QA session

Team Development –

Creating Effective Teams

Formula for Success

10 × **10** × **10**

Competencies **Team builder** **Ethics/ Integrity**

Creating Effective Teams

1. Developing Teamwork

To develop teamwork, a leader must provide clear objectives and goals to everyone in the team. They must understand how everyone within the team will be able to help each other in professional development.

When everything is put in front of the table for them, they will have a clearer picture of how team cohesion is crucial. And how the team is going to assist the organization's purpose in the long run.
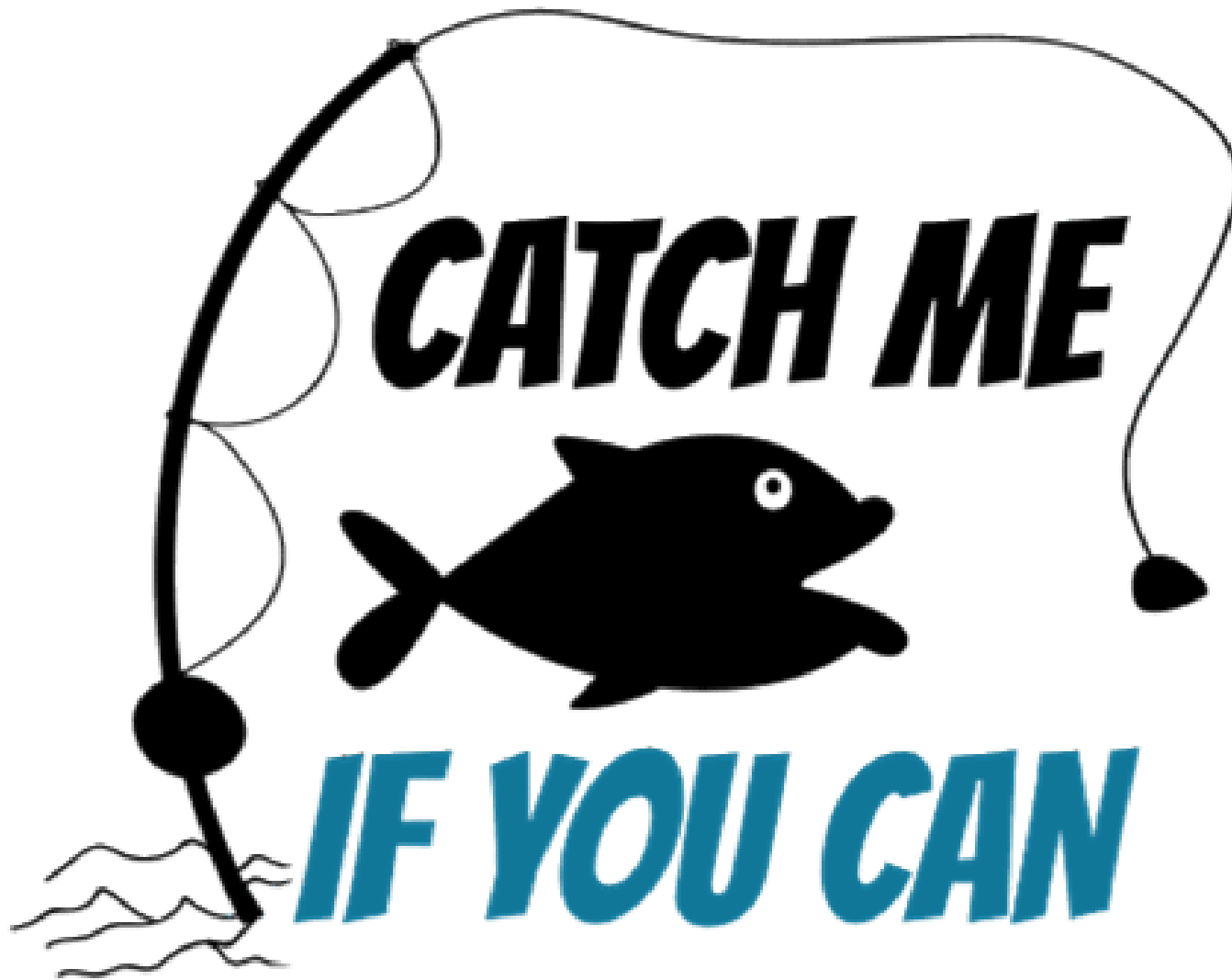
Creating Effective Teams

2. Communicate Well

A team that has strong communication skills is most likely to excel in what they do. And as a leader, it becomes your duty to develop a system where everyone can communicate well without any hiccups.

Communicating effectively needs to be done on a daily basis so that everyone can share their views and opinions. Also, keep in mind that to communicate well with the team, choose the right words to encourage them. Avoid using judgmental phrases and maintain a friendly tone, so that team morale is high. This will help the effectiveness of the team as they will be more motivated towards their job.

Team Activity

Team Health Assessment
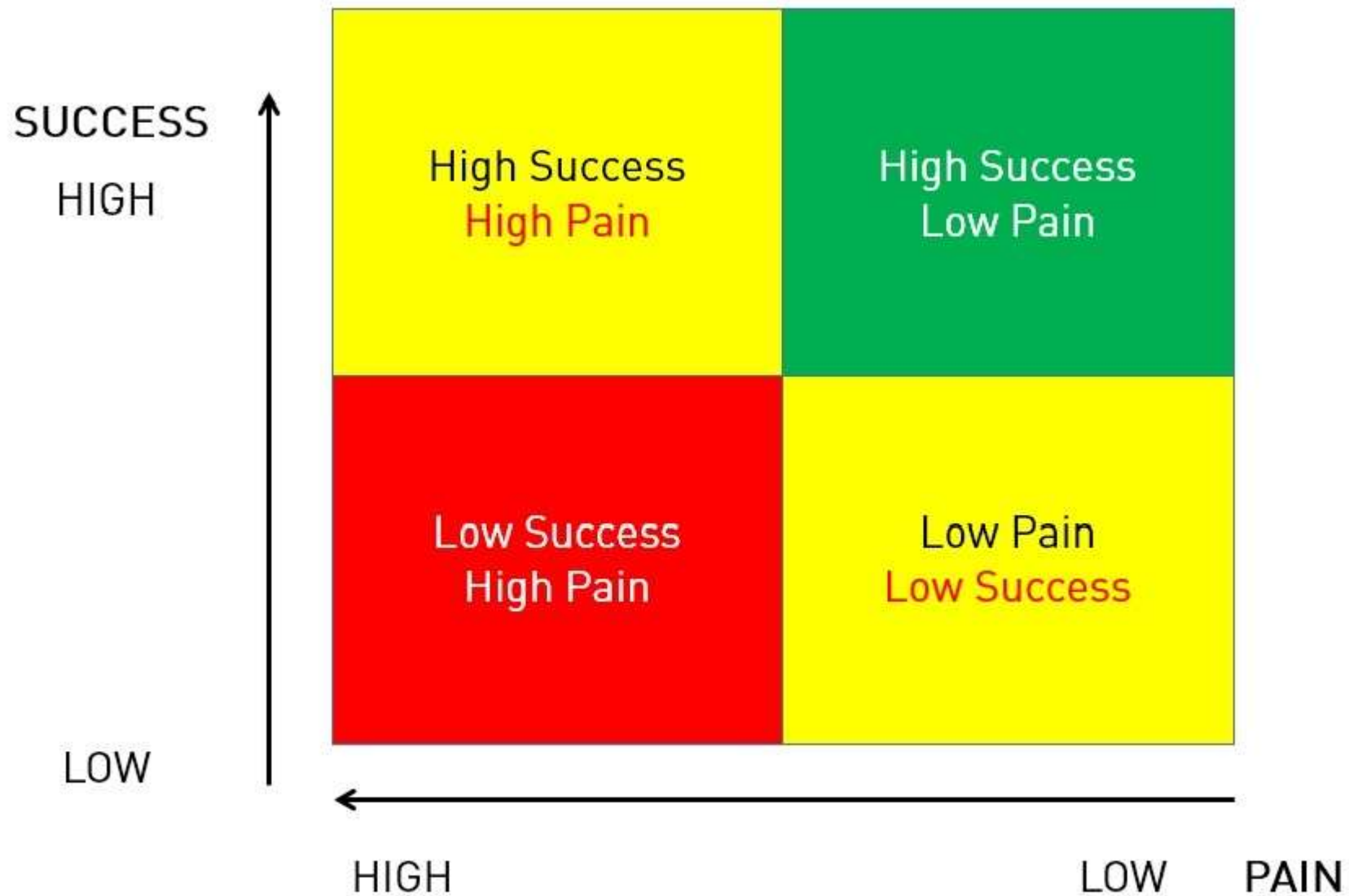
Creating Effective Teams

3. Establishing Trust

For your team to become more productive, increase trust among team members. The best place to start establishing trust is by enhancing emotional intelligence, self-awareness and eliminating unconscious bias. Once you can achieve it, your employees will become more accountable for what they do, which reduces the chances of conflicts.

When there is trust among team members, they can connect well and help each other with proper problem-solving. This increases the team's efficiency, which is a good sign of a functional team — further improving the organization's bottom line.

FEAR

TRUST

FEAR

NEGATIVE THINKINGS

HOLD BACK IN EXPECTATIONS OF FAILURE

LOW COMMITMENT

LESS RESULTS

DISAPOINT-MENT

SELF ESTEEM ERODES

WHAT IS THAT I WORRY THAT MIGHT HAPPEN?

Creating Effective Teams

4. Connect with team members

As a manager, getting to know each of your team members individually is essential. Each member of your team has different traits, skills, and interests. Gaining knowledge of particular things will help you bond with them well.

When you connect with them, you will match each member of the team with the right task—further enhancing their productivity and elevating job satisfaction. This, in turn, reduces the risk factors of team members getting frustrated with their job and making workflow smoother within the team.

Activity: KEO

Know Each Other

Name:

Birth D&M:

Skills:

Front side

Strengths:

Interests:

Purpose:

Back side

https://youtu.be/O9_EHU5BKnQ

Creating Effective Teams

5. Encourage Contributions

A team is only capable when the employees can put forward their ideas in front of everyone. This is only possible when you, as a manager, start contributing and collaborating with yourself. Once you set an example and make everyone comfortable with the idea, then others will follow you.

Ask your team members to come-up with innovative plans and ideas so that everyone can contribute as a unit. Organize a brainstorming session will allow collaborative sharing of opinions. When your team and yourself work collaboratively, problem-solving becomes more natural, and the team's effectiveness increases.

Creating Effective Teams

6. Practice Feedback

Teams can only excel in their work and become effective when they get the right feedback. Practicing feedback not only concentrates on improving every individual, but also focuses on developing a better company culture.

Successful teams work around a sound feedback system where they continuously get an update about their progress. A working feedback system provides teams continuous reports on where they need to work on the most and improve themselves — further increasing their work efficiency and productivity.

Creating Effective Teams

7. Providing them a good work environment

Your team's ability to work depends on the fact that they are given the necessary space. Providing them a working environment where they feel comfortable will increase their efficiency. The team will be able to look into all the problems and come-up with the necessary solutions. It is a great way to create team building as every member will relay their thoughts to each other and bond well. Thus, increasing engagement and boosting morale.

Creating Effective Teams

Summing it Up

One of the most critical responsibilities of a leader is to build an effective team. A team that understands their responsibilities and helps in improving the organization. It has challenges that need proper evaluation and attention because it is something you cannot achieve instantaneously. You need to work on it day in and day out as it is an ongoing process.

Thank You