Title:
Anything But Team Building

Word Count:
452

Summary:
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long faces, groans, and maybe even some good old-fashioned heckling. People
avoid voluntary team building seminars and classes like voting. You practically
have to bribe them and close down the bars and liquor stores in order to get
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Keywords:
team building

Article Body:
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One of the main forces driving the increasing need for team building exercises
is the changing nature of the workforce itself. At an ever increasing rate,
company resources are being allocated with scarce margin for error. Companies
simply are not hiring or they are doing so only after the need is so acute that
it can no longer be ignored. Even then, it can take weeks, even months, before
the Human Resources department can add additional personnel and get them through
the process.

The need for team building has become so severe because resources are so very
scarce. Businesses had the luxury in years past to completely dedicate personnel
to projects which arose throughout the year. In these razor thin times, the only
option to contend with projects such as accounting changes, new product line

launch, software upgrades and training—any issue that is out of the norm but significantly demands time and resources—is to create teams out of existing resources.

Team building is now a critical factor in Corporate America. Specialists from an assortment of departments from within the company are asked to dedicate a portion of their time to complete various projects throughout the year. The people chosen to form these teams depends upon the nature of the project itself. Different projects will demand different skills and personnel. People must constantly immerse themselves in these teams and bring their particular skill set and experience to the table and help solve the "big picture" issue.

Team building training is a crucial aspect in having the quality personnel in place when special projects arise throughout the year. It is impossible to just throw together various people with different skills and expect them to cooperate and come up with a solution to a problem. People have always required addition training to acquire additional skills. Team building training gives employees the tools they need to better work together in high stress, demanding projects and complete them in the time frames allotted.

Team building training needs to be continuous and updated and practiced regularly in order to keep people effective during projects. A training specialist or human resources professional should conduct all team building training as they have the skills and experience necessary to improve group productivity.