

Teamwork, defined as the “cooperative effort on the part of a group of people acting together in the interests of a common cause,” means creating a work culture that values collaboration. Teams contribute to the overall success of the organization. Even though you have a specific job function and belong to a specific department, you are unified with coworkers to accomplish overall objectives.

Successful team building that creates effective focused work teams requires the three C’s:

Clear Expectations: Leadership should clearly communicate its expectations for the team’s performance and expected outcomes

Context: Team members need to understand why they are participating on the team; how the strategy will help the organization; and where its work fits into the context of the organization’s goals, principles and vision

Commitment: Do team members want to participate on the team? Do they feel the team mission is important? Do they perceive their service as valuable to the organization and to their own careers? Do they anticipate recognition for their contributions?



Tips for Team Building:

- Form teams to solve real work issues and improve real work processes
- Hold department meetings to review projects and progress
- Build fun and shared occasions into the organization’s agenda
- Use ice breakers and teamwork exercises at meetings. Participants can take turns bringing a “fun” ice breaker to a meeting

This can be limited to 10 minutes, but can help participants laugh together and get to know each other

- Investing time, energy and financial resources in your team can be simple — it doesn't have to be complicated or time consuming. The important thing is that you do something regularly to keep your team motivated, engaged and productive
- To develop great teams, take two criteria into consideration: behavioral styles and role strengths. Behavioral styles refer to your teammate's interaction style in a team setting. Is she active or passive? Opinionated or overly agreeable? Excited and impulsive or cautious and plodding?



Teambuilding Lessons We Can Learn from Geese

Fact #1: As each bird flaps its wings, it creates uplift for the bird following. By flying in a "V" formation, the whole flock adds 71 percent greater flying range than if one bird flew alone.

Lesson Learned: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the strength of one another.

Fact #2: Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front.

Lesson Learned: If we have as much sense as geese, we will stay in formation with those who are ahead of where we want to go and be willing to accept their help as well as give ours to others.

Fact #3: When the lead goose gets tired, it rotates back into the formation and another goose flies at the point position.

Lesson Learned: It pays to take turns doing the hard tasks and sharing leadership.

Fact #4: The geese in formation honk from behind to encourage those up front to keep up their speed.

Lesson Learned: We need to make sure our honking from behind is encouraging, and not something else [pestering].

Fact #5: When a goose gets sick or wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again, or dies. Then they launch out on their own, with another formation, or they catch up with their flock.

Lesson Learned: If we have as much sense as geese do, we too, will stand by each other in difficult times as well as when we are strong.

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