

# Teamwork

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# Definition

- ▶ **Teamwork** is the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way.

# A group activity



# Dysfunctional team.

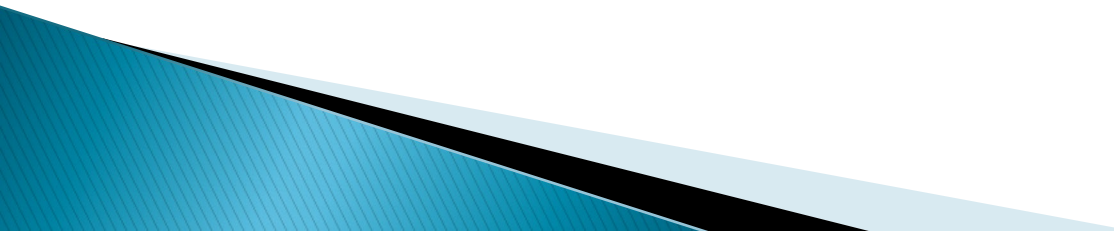


“Aren’t you glad we had this meeting to resolve our conflict?”

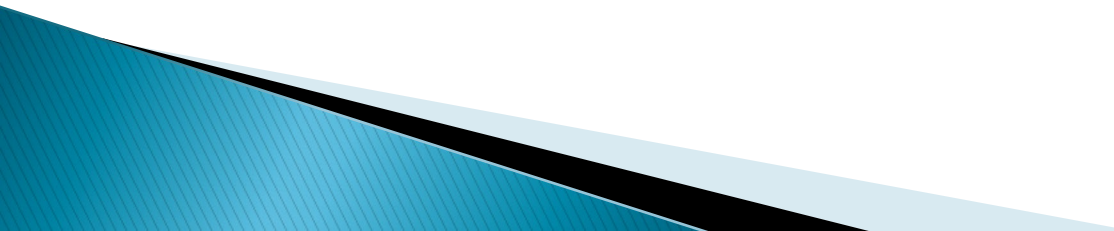
# TEAM

- ▶ The four letters of the word TEAM best explains the benefits of teamwork
- ▶ T Together
- ▶ E Everyone
- ▶ A Achieves
- ▶ M More
- ▶

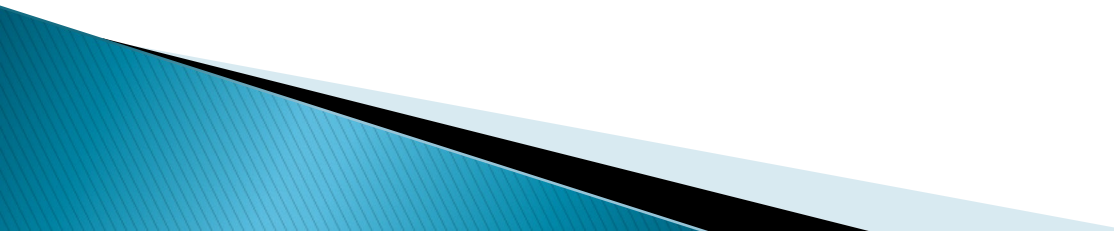
# Definitions of team

- ▶ A group of people who are united in working towards a common goal.
  - ▶ A common goal is a statement that is agreed upon by the team.
  - ▶ It provides direction and should offer a challenge that is achievable by the team.
  - ▶
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# Stages of team development

- ▶ Forming: members get to know each other, set goals
  - ▶  Storming: different competing ideas, members open up and reveal true style, confrontation and disagreement, relationships are made or broken
  - ▶  Norming: moving towards harmony, rules of behavior, building of trust, focus on tasks
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# Tuckman model

- ▶ Performing: high performance; decision-making is collaborative; respect, trust and loyalty levels are high
  - ▶ Tuckman added a fifth stage,
  - ▶ adjourning which is when the team disbands, hopefully after they've achieved their goals.
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# Conflicts

- ▶ If two men on the same job agree all the time, then one is useless. If they disagree all the time, both are useless.”  
— Darryl F. Zanuck

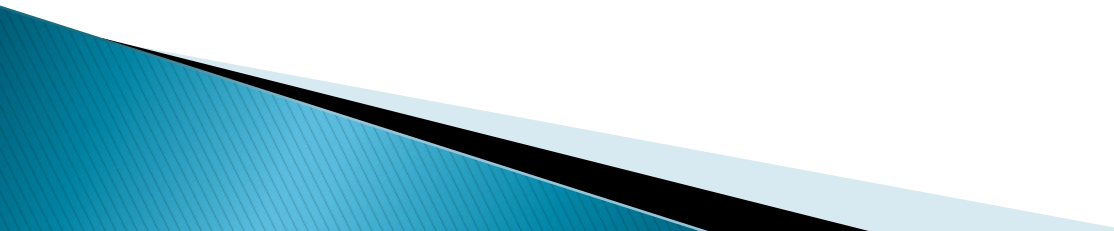
# Interdependence

- ▶ We're a team.
- ▶ It's part of our job to help each other out, and to forgive each other quickly.
- ▶ Otherwise, we'd never get anything done.”  
— Jeramey Kraatz, Villains Rising

# What is teamwork?

- ▶ The ability of people to provide complementary skills,
- ▶ a willingness to share knowledge and skills and assist other team members to achieve a common goal

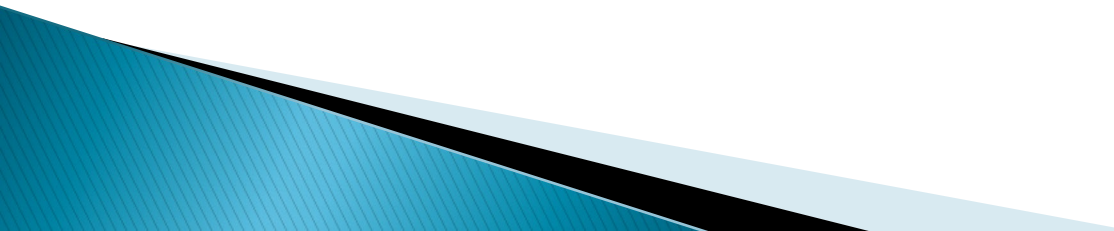
# What is effective teamwork?

- ▶ All team members having a sound knowledge of their job and responsibilities as well as those of other team members.
  - ▶ Commitment and co-operation to achieve team goals
  - ▶ Open communication channels
  - ▶ Recognizing everyone in the team is important
  - ▶
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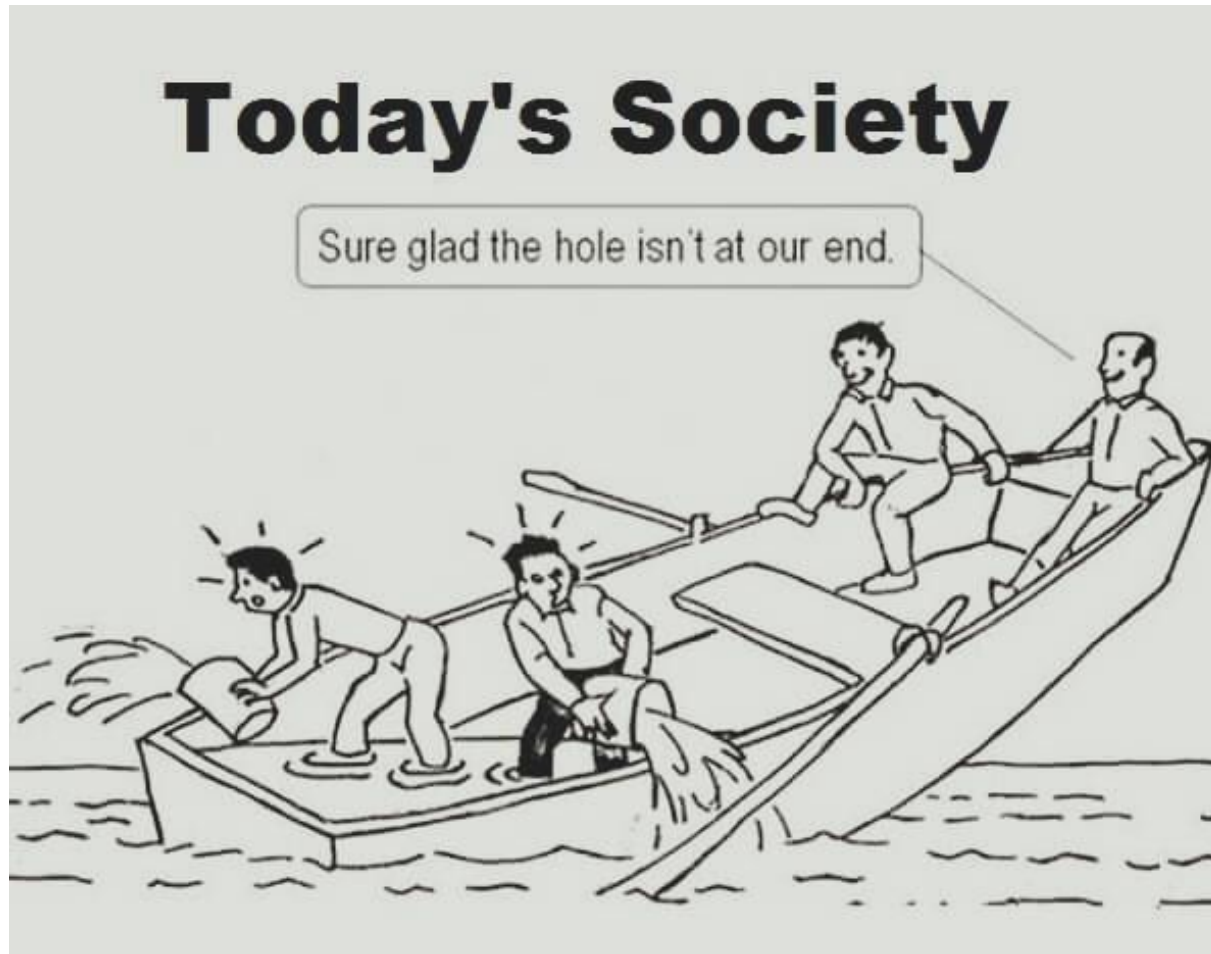
# Communication



# TEAMWORK

- ▶ Working together to achieve common goal
  - ▶ Everyone has to play the game to win
  - ▶ Everyone in the team is important.
  - ▶ Communication is essential for team to succeed.
  - ▶ Good group cohesiveness (well-integrated, unified)
  - ▶ Rest and Recreation
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# All losers game.



# Win-Win Situation

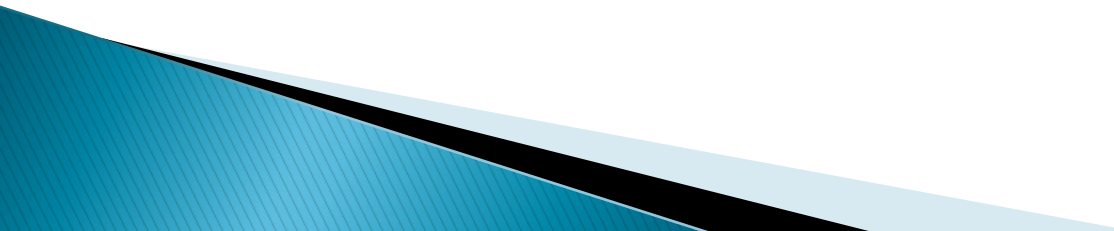




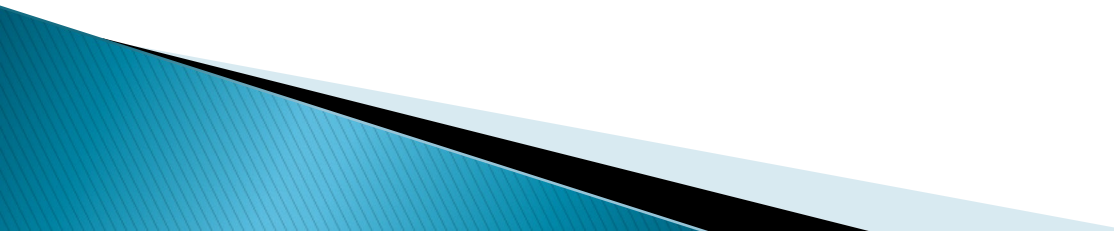
# Poor Coordination in team



# Team work What is it?

- ▶ A variety of working relationships exist among staff. You might view these relationships as dimensions (levels) of involvement or as a continuum of relationships among agents.
  - ▶ As you move along the continuum, the degree of communication, integration and commitment seems to increase.
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# Team spirit

- ▶ Greater interpersonal skills are necessary if you are to work together effectively at more complex levels.
  - ▶ As your skills develop, more options become available to you regarding the dimension of involvement which you might select for any particular program effort.
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# Thanks.

