

Dynamics of Teambuilding: ***Understanding Teams & Teamwork***

Teamwork works. That's the lesson being learned throughout corporate America, in organizations ranging from the military to nonprofit agencies to Fortune 500 companies. Teamwork works because it allows team members to take their job more seriously. It gives them a sense of control over their lives. It fosters commitment by getting them involved in problem solving, decision making, goal setting, action planning and other job related activities.



Most managers understand the importance of teams and teamwork but many have difficulty understanding the dynamics of teambuilding – how to harness the energy and how to utilize the knowledge, skills and abilities of individual team members most effectively.

The most successful managers are those who have mastered the Dynamics of Teambuilding and as a result have improved the performance and increased the productivity and profitability of their teams.

The **Dynamics of Teambuilding: Understanding Teams and Teamwork** was developed to enhance the effectiveness of managers committed to the team concept. It is designed to build teamwork, foster risk-taking, teach cooperation, and bring about trust and mutual respect among team members.

Outcomes:

- Highly motivated, high performance team
- Methods to develop a cohesive team that can consistently outperform a group of hard-working, talented individuals
- Effectively utilize the talents, resources, and know how of team members
- Builds team trust, respect and commitment
- Manage conflict / confrontation between team members
- Create and cultivate an atmosphere of cooperation through communication
- Greater strength and flexibility to deal with emerging problems in a rapidly changing business environment



- Greater accountability and less justification or blaming of others for poor performance, mistakes, or problems

Content:

The program's specific content areas include:

Team Dynamics - What is a team . . . differences between a team and other groups of people . . . effective versus ineffective teams . . . the importance of teams and teamwork

Characteristics of an Effectively Operating Team - Team synergy . . . goals . . . task versus process . . . openness and trust . . . capitalizing on team members differences . . . cooperation versus competitiveness . . . commitment . . . total participation . . . communication . . . team member roles . . . problem solving and decision making

Strategic Business Initiatives (S-B-I) - A major component of the Dynamics of TeamBuilding program are Strategic Business Initiatives (S-B-I). The S-B-I's are tailored to individual and organizational needs and provide multiple opportunities for participants to demonstrate effective teamwork. Group members form teams that work together to develop successful strategies to achieve results. By capitalizing on the strengths and resources of each team member, plans are executed under simulated business pressures and constraints.

Each S-B-I requires that participants plan skillfully, set goals, communicate effectively, assess risk, manage limited resources, and adhere to deadlines. Immediately following each S-B-I is a feedback and analysis session in which the new skills used and lessons learned are discussed and applied to the workplace.