

Building a successful team and team work

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TEAM WORK: Theory

TEAMWORK - is the collaborative effort of a group of people to achieve a common goal or to complete a task in the most effective and efficient way

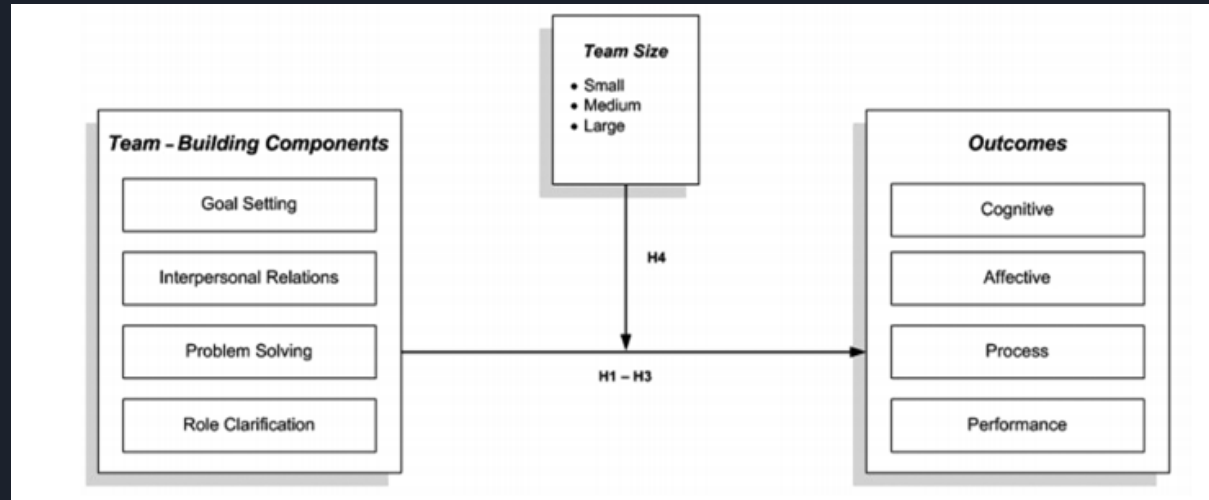
*‘What is needed is not well balanced individuals, but individuals who **balance well with each other**[i]’ - Dr. Meredith Belbin*

Theories of teamwork:

- ❑ Bruce Tuckman’s Model of Team Stages
- ❑ Belbin’s Theory of team roles
- ❑ Hierarchy of Needs theory by Abraham Maslow
- ❑ X and Y theory developed by Douglas McGregor
- ❑ Z Theory by professor Ouchi

TEAM BUILDING: Theory

TEAM BUILDING - engaging in activities designed to strengthen professional and personal relationships within a team. Team-building activities can increase team members' cohesiveness, productivity and efficiency when working together (Ingram, 2008)



‘one of the most commonly applied group development interventions in organizations’
(Klein, 2008)



How to build a successful team ?

Building a successful is not assembling skills and talents

Most important things in building a successful team :

- Goals
- Priorities
- Team spirit
- Leadership



How to build a successful team ?

The 6 steps for building a successful team :

- Be aware of how you work
- Get to know the rest of the team
- Clearly define roles and responsibilities
- Be proactive with feedback
- Acknowledged and Reward
- Always celebrate success



The Leadership and Engagement of team

John Wooden once said, **“If you’re not making mistakes, then you’re not doing anything.”**


1. Mistakes are the pathway to great ideas and innovation
2. Good Employees. Who are they?
3. Two Steps for setting the decision making tolerances for employees
4. What are the Okays and Not Okays?



The Leadership and Engagement of team

Think Big. What is the essential part of Leader-team relationship?


1. Engagement is more than keeping your team happy or satisfied
2. Simple way of Engagement by Leader
3. Next Level - Cohésion
4. Power of Vision and Idea
5. Golden Ring rule by Simon Sinek
6. Working for Idea or Paycheck
7. Example of Apple doing it right



Necessity of a modern shift in team building methods

What are the new stakes of modern team building ?

- Instil certain values as a leitmotiv, linked with environment and future
→ Workers' life not fulfilling in a chaotic context → sustainable development and environmental cause
- Workers' own happiness → employees as intelligent and valuable individuals, not robots
→ show confidence & manage different people's skills ⇒ create COHESION
- Cohesion → Solidarity & Creativity
No competition
Members' skills not added, but multiplied
- Smart and original methods → use of IT tools → more stimulating



Team building games: contemporary and unusual team buildings

The effects of Globalization, Privatization and Modernisation.

- ❑ Escape rooms
- ❑ Virtual reality
- ❑ Adventure activities
- ❑ Volunteering with a nonprofit/charitable organization
- ❑ Interactive online games
- ❑ Workshops

Remote Team Building.



UNUSUAL

TEAM BUILDING

METHODS

OF FAMOUS BOSSES



Marissa Mayer

The Food Truck Challenge

Teams at Yahoo! have been lucky enough to experience the Food Truck Challenge. The truck not only comes to the office, but also sees employees cook against each other, as well as construct and decorate their own food truck stall, complete with a brand name and logo.



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