TEAM BUILDING STRATEGY

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INTRODUCTION

Members, employees are not resources that one uses, they are assets. And they reach their optimum potential when they are a part of a team. A team that they like working with, and a boss they like working for.

Team building is very important to every business, every entrepreneur and even someone who is planning on a simple group activity.

Belonging to a team sets you up for greater effectiveness that you never could accomplish on your own. Organizations and groups that promote teamwork create environments that lead to greater productivity, creativity not to mention a feeling of ownership.

So, let's have a look at the various ways in which we can improve the working of a team. Let's learn team building.

TEAM

COMMON AND CLEAR GOAL

A common goal is very important. It will make sure everyone is working towards the same goal, and also something that they are clear about. When the goal, or the mission to be achieved is not clear, confusion erupts, and even worse, people might lose interest in achieving it too. Remember, an informed team, is a clear-headed team. And that in turn, is a team that will work together to achieve great success.

CLEAR GOAL

APTLY HIRED AND FULLY COMMITTED

When you are forming a team, each member will have their own responsibilities, so hiring the right people becomes of the utmost importance. Also, another angle to be noted here is, if you do not hire the right person, then they will not be committed to doing that activity. No way is a person interested in doing activity A is going to be activity B with the same commitment. So, have a talk with your chosen team members, find out what they like and try posting them for that job, if that is not possible, promise them a similar opportunity in the near future and stick to your word.

RIGHT PERSON

STRONGER TOGETHER

A team might be made of individuals, but you are stronger together! Of course, your team members might have personal ambitions, but as a leader, it is your responsibility to make sure they put them aside and work as a team. That can be achieved if you are unflinchingly fair to your team members. When they know their work will be appreciated at the end of the day, even if they are working towards a common goal, they will work with a renewed interest that cannot be matched.

STRONG TEAM

COMMUNICATION IS VITAL

Yes! When you are a part of a team, communication is very important. Miscommunication will lead to misunderstandings, which will lead to a dissatisfying experience for your team members, finally leading to a broken and disjoint team. Project management and people management has become easier thanks to the availability of a variety of tools, like e-mail, mobile phones, and a lot of Project Management software. So, make use of whatever works for you, train your team to use them.

RIGHT COMMUNICATION

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WORK HARD PARTY HARDER

This adage holds true and is a very important strategy when it comes to building your team. When they meet outside, on a social setting, they get a chance to know who they are working with, even make friends with them. This will help them gel well when it comes to a work environment. Have a quarterly party, it could be a dinner, or a day of adventure sports!

WORK & CELEBRATE

LEADER IS ONE

When you are setting up a team, it is imperative that you choose the right leader. While many may be willing to take up the role, it's up to you to select the right person. Going about that can be tricky, but you will have to keep your eyes wide open. Look at the skill set required for the working of your project. Then look at candidates that are adept in it. Amongst those, look mainly for people who can handle other people. More points go to people who can handle their peers with a gentle but firm hand. Skills are needed for a project, but people are needed for a team. So, choose wisely.

RIGHT LEADER

CELEBRATE SUCCESS

Victories, small or big, will have to be celebrated. It will give your team members smaller goals to work towards. In these times of uncertainty, you have to look for ways in which you can motivate your teammates. We are not talking about acknowledgment here. This is about taking a step-back and reflecting on what you, as a team have accomplished, and what you have learned throughout the journey. All success stories are not a result of the hard work of a single person, it is a result of tremendous effort, sacrifice, and perseverance shown by a team of people working towards their combined goal. So, take time to celebrate success, and also those who have helped you succeed.

SUCCESS

ENCOURAGE AND MOTIVATE

Not everyone can motivate themselves, some need a constant backing and there's nothing wrong with that. There are some who are plagued with insecurities and need encouragement to spread their wings. Encourage them, and motivate them, for when they come out of their shell, they are capable of tremendous things! Build their confidence, take out time for them, and make them feel a part of the team. Encourage your team members to do the same, and you will realize that in these moments, your team has grown together, they've grown closer, they've grown as one.

MOTIVATION

CONCLUSION

Usually, management will create teams that work. Occasionally, no matter what they do, they do not get the result that want, thereby forming a disastrous team. In those moments, the best thing to do would be to find the source and eliminate the problem quickly. Empower your team, make them feel valued, come up with fun activities wherein they will have to work together and also have fun, they will help them grow closer. Break through the barriers, help them gel, and work as a team. After all, our fist is stronger than our fingers, even when all fingers are not the same.

TEAM WORK WINS