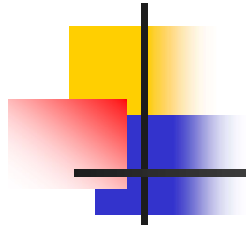




Team Building

Deepak Bharara



What Is Team and what
makes Good Team?



Team Building

- A Team is group in which Individual have a common aim and in which the jobs and skills of each members fit in with those of others, as- to take a very mechanical and static analogy.
- Two stands:
- A common Task
- Complementary contributions
- Teams are group of people who co-operate to carry out a joint task. They may be assigned to different work role or be allowed to sort them out Between themselves and change the role when they feel like



Team Building

- Effective Team means:
- A Team that achieves its aim in the most efficient way and is then ready to take on more challenging tasks if so required.
- The Teams can be of two types:
- Permanent Teams
- Cross Functional Teams



Team Building

- In Teams the role of leader is important to decide whether the team is needed
or
- Does the task require the complementary efforts of the group of people.



Team Building

- Essence for the successful Teams:
- Build top management support
- Clarify role and responsibilities of each member
- Create Strategic focus
- Set early and realistic goals
- Charter the team
- Define team dimension for success
- Team Readiness
- Know where you are going
- Identify the three P's purpose, performance and Power



Team Building

- Essential Quality of a Team Members:
- Team work
- Problem Identification
- Ability to Learn
- Effective Communication
- Initiative
- Willingness to learn
- Adaptability and flexibility
- Job Motivation
- Technical know how or knowledge



Team Building

- Important factors for team:
- Let the team evolve
- Set the ground rules early
- Provide and share information i.e. Transparency
- Involvement of all Team members
- Benchmark other team results if available
- Change the way you think right
- Keep on track
- Avoid teamwork pitfalls
- Go to MALL for the team- Meet Acknowledge Locate and listen.



Team Building

- Training of skills for the team is fundamental
- Training in terms of business requirement, understanding customer needs
- Using inside expertise
- Integrating Just in time requirements
- Leading by examples
- Know when to stay close
- Leading in bad times as well as in good time
- Coach the team for doing things right
- Value individual differences
- Identify star performers



Team Building

- Encouraged shared leadership
- Foster Trust
- Kill the idea killers
- Build consensus not consent
- Develop a healthy criticism environment
- Tackle the issue not the people
- Help the team to improve its performance
- Give and ask for feed back
- Measure what really matters
- Make sure that the team own their measures
- Measure results not the ideas



Team Building

- Use team appraisals
- Make goals and measures visible
- Don't punish or recognize by the numbers
- Create a sense of urgency
- Hold effective meetings
- Reinforce and celebrate team success
- Promote for potential not performance
- Pay for knowledge and skills
- Share financial gains
- Keep improving
- Trust the team process



Team Building

- Align leader and the team
- Align organizational systems
- Strengthen alliances with your customers
- Don't force round peg into square holes
- Handle hostility
- Avoid trust traps
- Encourage mistakes
- Be a Barrier buster
- Expect the unexpected
- Move beyond fire fighting
- Stress key behavior for success
- Create a learning environment



Team Building

- Push the team and your self
- Believe in the team
- Expand team responsibility and visibility
- Take action every day
- Keep open agenda
- Patrol the frontiers
- Measures the what and how
- Close the distances



Team Building

Teams Building are not only there to carry out tasks- this provide us a series of opportunities to learn and grow as a person or as a member.

Leaning towers of PISA

The team

- Game to understand team building process
- Each group of seven will have 2 observers, one manager, 2 supervisors and 2 operators
- Observers will record whatever is happening in the group and will not speak or participate in any processes
- Kindly choose the roles
- Handover the briefs to the members

Leaning towers of PISA

Task and the targets

- We are in the process of manufacturing towers consisting of shown blocks
- The acceptable quality of towers is defined
Each member will give the confidential estimates to the observer on the height of the tower
- Teams to work on consensus targets.
- Observers to tabulate and make observations

Leaning towers of PISA

Constraints

- Only the operators will build the tower, supervisors and manager will touch neither the blocks nor the operators
- Operators – which is your dominant hand – Observer to note; Operators to use only the non- dominant hand.
- No practicing b4 the exercise
- If the tower falls your team is out of the reckoning
- Kindly blind fold the operator – observers

Leaning towers of PISA

Reward and Penalties

- Tower of 12 blocks Rs 10k, there after every block 2k
- Time given is only 5 minutes
- Stop; note down the scores on the board
- Top two teams in the race
- Change the roles; blind fold the operators
- Tower of 20 blocks to be built – 50k + 5K each;time 8 minutes
- Note down the scores on the board

Leaning towers of PISA



Observations

- Goal making
- Role making, role boundaries and role erosion
- Motivation
- Communication- giving & receiving
Instructions
- Involvement and participation
- Managing stress of time and target
- Selection of blocks from the surface



Key Learning's

- Together Everyone Accomplishes More.
- Turning conflict into cooperation by focusing on common goals.
- Good team spirit:
 1. Make Comfortable to speak freely.
 2. Confirm, not assume.
 3. Open for feedback.
 4. Examine unwritten agreements.
 5. Be assertive.
 6. Show appreciation.
 7. Discuss problems.

Thank You

