



Working in teams

Team dynamics and Strategic Choices - The Planet



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Teambuilding

Five Key Elements to Managing Teams

Team leaders must foster the following characteristics in the activities for team members:

1. Trust among team members

Building trust takes time. If trust is lacking it must be the responsibility of the team leader to focus first on building trust, i.e. getting team members to open up (among the team) and expose their weaknesses and fears to each other. Until everyone is willing to trust the other members of the team, progress towards team success will be limited.

2. Prepare to engage in debate around ideas.

Disagreements can lead to conflict, but conflict can be good. If ideas are not presented and debated, the team will miss opportunities to find the best solutions to problems. Respect for the thoughts and ideas of the other team members will be developed through healthy debate.

3. Learn to commit to decisions and plans of action.

Team results will only come about as a result of team commitment to team decisions, this includes agreeing on the specifics of action plans. If some team members are not consistent with their commitments, the team will not succeed.

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4. Hold one another accountable for their plans.

Team members must be prepared to check among themselves to assure progress and overcome obstacles to progress. Ad hoc meetings may be necessary to coordinate actions to assure progress.

5. Focus on achieving collective results.

The vision and/or mission of the team must be accepted by all the team members and critical goals viewed as the collective responsibility of the team. Focusing on results that in any way does not support the critical goal(s) of the team will lead to team failure.

