

Benefits of Team Building

Everyone knows that the purpose of teams is High Performance. In the past it was enough that teams or quality circles got involved in solving problems and sharing some of the decision-making responsibilities. Now the success of organizations hinges on the ability of teams to make tough decisions and solve complex problems on a daily basis.

The team, potentially the most flexible and competent tool known to mankind, can support a positive management strategy in the following ways:

- **Better performance than individuals working separately**
- **More Effective Management of Complexity**

The breadth of resources available to the team enables complex situations to be creatively managed

- **Generates a Pool of Competent Expertise**
- **High Motivation**

The team feeds the individual's need to have personal significance, and the team processes encourages activity and achievement

- **Rapid Response**

Well-developed teams are capable of responding quickly and energetically

- **Balance and momentum in idea generation, opinion sharing and decision making**
- **High Quality Decisions**

Mature teams are capable of making better quality decisions than all but the most brilliant individual. Hence, the use of a team approach improves the overall quality of decisions. Perhaps more importantly, the level of commitment to team decisions is much higher

- **Collective Strength**

Individuals often feel that it is hard to influence organizations and make any impact outside their immediate area. The team changes this as team members extend their viewpoint to see that they, together, can achieve much

However, these potential benefits are not an automatic given; the team must mature and develop key skills. Effective teams need leadership, empowerment and resources – including regular and progressive training, timely information and the appropriate tools & technology to do their job well.



Characteristics of an Effective Team

A team that is mature and effective has been painstakingly built. Problems have been worked through, relationships deepened, and roles clarified. When successful teams are examined, we find that they have achieved definite progress in the following distinct areas:

1. Appropriate Leadership

The team manager has the skills and intention to develop a team approach and allocates time to team-building activities. Management in the team is seen as a shared function. Individuals other than the manager are given the opportunity to exercise leadership when their skills are appropriate to the needs of the team.



2. Suitable Membership

Team members are individually qualified and capable of contributing the "mix" of skills and characteristics that provide an appropriate balance.

3. Commitment to the Team

Team members feel a sense of individual commitment to the aims and purposes of the team. They are willing to devote personal energy to building the team and supporting other team members. When working outside the team boundaries, the members feel a sense of belonging to and representing the team.

4. Constructive Climate

The team has developed a climate in which people feel relaxed, able to be direct and open, and prepared to take risks.

5. Concern to Achieve

The team is clear about its objectives, which are felt to be worthwhile. It sets targets of performance that are felt to be stretching but achievable. Energy is mainly devoted to the achievement of results, and team performance is reviewed frequently to see where improvements can be made.

6. Clear Corporate Role

The team has contributed to corporate planning and has a distinct and productive role within the overall organization.

7. Effective Work Methods

The team has developed lively, systematic and effective ways to solve problems together.

8. Well-Organized Team Procedures

Roles are clearly defined, communications patterns are well developed, and administrative procedures support a team approach.

9. Critique Without Rancor

Team and individual errors and weaknesses are examined, without personal attack, to enable the group to learn from its experience.

10. Well-Developed Individuals

Team members are deliberately developed and the team can cope with strong individual contributions.

**11. Creative Strength**

The team has the capacity to create new ideas through the interactions of its members. Some innovative risk taking is rewarded, and the team will support new ideas from individual members or from outside. Good ideas are followed through into action.

12. Positive Intergroup Relations

Relationships with other teams have been systematically developed to provide open personal contact and identify where joint working may give maximum pay off. There is regular contact and review of joint or collective priorities with other teams. Individuals are encouraged to contact and work with members of other teams.

The Effective Team Formula

Savvy organizations that implement total quality management, continuous improvement cultures or team systems teach their employees the [12 Essential Disciplines](#) that are required in order to create sustainable profitability and competitive strength.

Let [DIAD Consulting, Inc.](#) help you strengthen your team and position you for success.

Balanced Wheel of Expertise - 12 Essential Disciplines