

Team Building

(i) Teams

Tasks are achieved more easily by teams with a common purpose rather than by individuals. It is important to develop team work through team building so as to get the best ^{from} the team. The level of engagement and commitment defines the success of the team.

Some frequent combinations with 'team'.

Team	Leader	: The person in charge of the team
	effort	: The work done together by the team
	Performance	: The result that the team produces
	dynamics	: The way the team works together
	effectiveness	: The degree to which team produces results
	learning	: When people learn in teams rather than individually

(ii) Team Players

Team members or team players include:

- (a) The Implementer: A ~~person~~ team member who converts the team's plan into something achievable.
- (b) The Coordinator: A confident member who sets objectives and defines team members' roles.
- (c) The Shaper: A member who defines issues, shapes ideas and leads the action.
- (d) The Plant: A creative and imaginative person who supplies original ideas and solve problems.

- (e) The Resource Investigator: A person who communicates with outside world and explores opportunities.
- (f) The Team Worker: A member who builds the team, supports others and reduces conflict.
- (g) The completer: A member who meets deadlines, corrects mistakes & makes sure nothing is forgotten.

(iii) Stages of Team Life:

A typical team goes through a series of stages:

- (a) Forming: A group is anxious and feels dependent on a leader. The group tries to discover how it is going to operate and what the 'normal' ~~work~~ ways of working will be.
- (b) Storming: The atmosphere may be conflict between the members, who may resist control from any one person. There may be a feeling that tasks cannot be achieved.
- (c) Norming: At this stage, members of the group feel closer together and the conflicts are forgotten. The members of the group will start to support each other. There is a feeling that ~~the~~ tasks are achievable.
- (d) Performing: The group is carrying out the tasks for which it was formed. Members feel safe to express differences of opinions in relation to others.
- (e) Mourning: The group's work is finished, and its members begin to have pleasant memories of their activities & achievements.