What is Teamwork?

Teamwork is achieving a shared goal by unique individuals with different points of view, distinct skill sets, and varying backgrounds who come together to work together. Effective teams have a mix of competencies and backgrounds. Your role as a team leader or manager is creating Work Environment that allows each employee to contribute fully.

Benefits of Teamwork

By improving teamwork, you could
- accomplish more than its individual members can do alone (Productivity & Efficiency)
- come up with more effective solutions
- make team members' behaviors more predictable
- engage valued team members who might otherwise feel marginalized by the group.

How to Improve Teamwork?
- "Team Audit" to define Group Norms
  - Rate 1 to 5 with ascending level of Effectiveness on the following cultural dimensions:
    1. Achieving Goals and Purpose
    2. Improving Work Processes
    3. A sense of Team Identity
    4. Making Decisions
    5. Communicating
    6. Resolving Conflicts
    7. Participating in the team
    8. Generating Creative Ideas and Solutions
    9. Combating Groupthink
    10. Ensuring Effective Team Leadership
  - Compile anonymized responses into a group profile and share with the group.
  - During a meeting, ask the team to discuss about the biggest challenge as a team, the greatest strength as a team, and the one thing we would most like to see the team do.
- "Rules Inventory"
  - After discussion with the team, set the rules inventory for the specific areas where the conflict may arise:
    Meeting Discussion and Decision Making
    Feedback and Reporting
    Respect and Trust
    Conflict Resolution