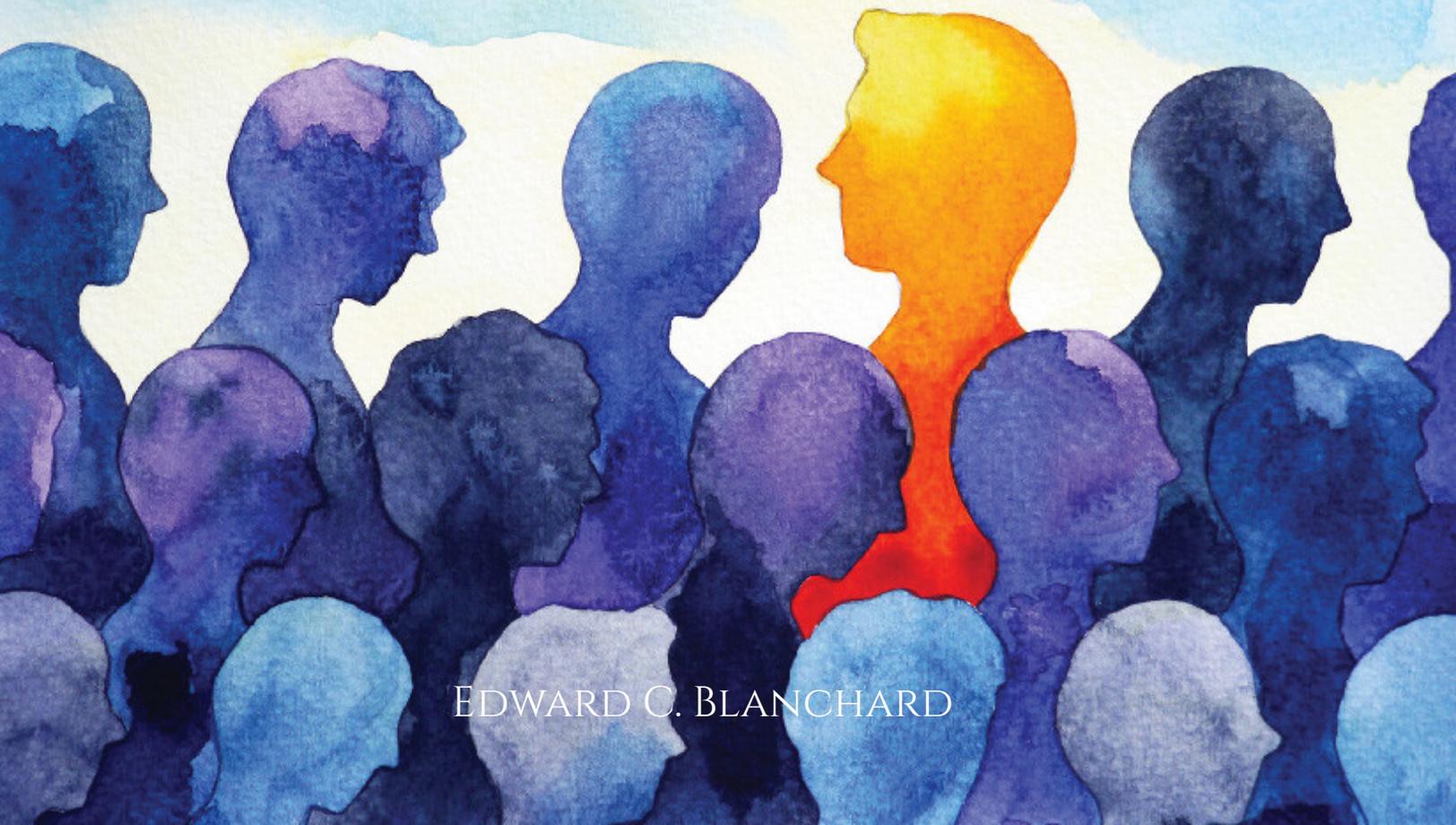


# TEAM BUILDING

Successful Team Building At Work



EDWARD C. BLANCHARD

# Team Building Training

## Team Building Training

Team building training should include all levels of an organisation, from the senior management to the front line workers. The approach to training for team building would vary from organisation to organisation, depending upon its needs, but with one aim to improve the teams performance. There is a need to remove organisational barriers that come in the way of teamwork. Team building training will make a tremendous difference to your workplace by training your staff in the professional approach towards team performance.

### **Team building training of your team members will help in the following:**

-> Rooting out the causes of poor team performance -> Increase in productivity of the individual and the team -> Improve interaction between the team members -> Improve their problems solving ability -> Improve overall managerial and leadership skills -> Improve support and trust levels among team members

You may have tried various methods in the past and they may have worked. You may wish to stick with those tried and tested methods . . .and why not? With the times changing and the need to be successful, – the first time . . . every time, – team building training methods too, need to be scientifically conducted.

### **Team Building Training Customised Methods**

Effective teams just do not happen; they need to be built, brick by brick, to generate the best results for your business. A high performance team needs to learn the skills to work within the group, or with multi groups, effectively. There cannot be one single training method for team building across the board. The team building training methods is customized to suit the organizations specific needs in the given situation.

# Team Building Training

In any organisation, the most important resource is its people. The better trained its team members; the more effective they are in a business environment. In a team, it is vital that each member knows how to communicate effectively with each other, and how to motivate each member to be effective and be up to his or her potential. The team building training helps the team members to reach their peak performance within the team. The customised team building training methods ensure the teams success, as well as that of its individual members.

The training for team building starts by first testing each member of the team, and a composite team report is then prepared. The report lists out the steps an individual needs to take to fit in, and work better with, the team. The strengths, as well as the weaknesses, are discussed. Suggestions are made to improve personal effectiveness in the team. The team is assessed to see if serious conflicts exist. If they do, training sessions are conducted with this in view, and are focused on the causes of group tensions, and the ways to reduce them.

Most team building training sessions are live training sessions, with a focus on specific circumstances. Discussing team problems with a rank outsider, such as the team-building trainer, may be easier. Also, as team members, you may be too near trees to be aware of the wood.

# Team Building: How to Create a Dynamic and Successful Work Environment

## Team Building: How to Create a Dynamic and Successful Work Environment

Team building activities are essential if you want employees who know how to effectively and efficiently work together toward a common goal. At first, these activities may seem silly or you might wonder how they can contribute anything to your company. But the fact is, team building activities are set up to challenge a team and to sharpen communication and group skills.

For instance, one such team building activity is called the Artesian Well. In this game each team must maneuver a virus out of a certain area and into a new one, within set boundaries. Teams must plan ahead, communicate clearly and cooperate to be successful.

Team building events can be organized to span a few days or can take place on one scheduled date. Team building activities can also be integrated into other corporate events, such as meetings, training sessions and conferences, workshops and seminars, as a way to warm things up and get the ball rolling. Even at serious project meetings certain types of team building activities can be used to help the team begin the problem-solving process and incorporate new thinking styles into the meeting.

Team building activities that make use of games and quizzes will help spark new ideas and jumpstart any decision-making that needs to occur in order to get the job done, and get it done well.

When choosing a team building activity, select a game or event that will be fun for all involved, help your employees learn new skills or sharpen established ones, and most importantly, improve results.

There are other kinds of team building exercises as well, which differ from the usual choices but should be considered as options, especially if your team requires more than just a team building experience, but more of a team healing experience, so to speak. Sometimes a group of employees are just not working well together, and it may be due to other life stresses. In these cases, activities that a person would normally do after work might be appropriate, such as yoga, scheduled lunchtime relaxation classes, or a group bowling session.

# Team Building: How to Create a Dynamic and Successful Work Environment

In the end, as long as you examine your companys particular needs and choose a team building activity that will work well with your employees you will achieve the results you desire.

# Corporate Team Building Techniques

## Corporate Team Building Techniques

Corporate Team Building generally refers to the selection and motivation of teams for fulfillment of organizational goals. Our society is increasingly becoming a multi-cultural one and you are required to work with different groups of people and expected to get along with them as a team. This is more in the case of transnational and multi-location conglomerates. Corporate Team Building Techniques are methods to help people adapt to these new requirements. Your corporate team building skills are critical for your effectiveness as a manager. Even if you are not a manager, your understanding of team building makes you an effective member of the corporate team. Corporate Team Building Techniques can make your team accomplish objectives as a team rather than working on their own.

There are certain factors that are critical to Corporate Team Building. You may have a strong fusion of individual contributions. Diversity of skills and personalities are quite effective in Corporate Team Building.

When all members of the team contribute to their full strengths, they compensate for each others weaknesses also. Different personalities and skills complement each other. Corporate Team Building Techniques involve good communication between the team members as well as harmony between the members.

## Corporate Team Building – Versatile Practical Tools

Putting a group of people together does not automatically equal a team. Corporate Team Building starts with getting the people in the team to know each other. The technique involves in learning to get along with each other, develop interpersonal trust, and communicate well. This helps build team spirit. On a daily basis, members of a corporate team need to develop habits to function as an effective team.

# Corporate Team Building Techniques

There are a number of ways to Corporate Team Building. Each member of the team could take a course on how to work collaboratively. This is an individualistic approach and may, or may not, help in forming a cohesive unit. One other way could be to employ Corporate Team Building professionals to help train your corporate team in functioning as a cohesive unit. This is a great idea, but may not fit into your budget.

You could find your own techniques for Corporate Team Building. Put your corporate team members into new challenging fun activities that will require contact and communication between them. Organize events where they get together for fun activities, such as fly-fishing, sailing regattas, road rallies, snowboarding, interactive seminars, etc.

These activities go a long way in improving communication and interaction, and help Corporate Team Building.

# FURTHER READING.

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