

# Building and Developing Your Team

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# TEAM DEVELOPMENT



# TEAMWORK



***Teamwork  
is the quintessential  
contradiction  
of a society grounded in  
individual achievement.***

**Marvin Weisbord**



# Working Together

*...modern forces of the marketplace  
are making the (your)  
ability to collaborate  
and partner with others  
prerequisites for success  
and even survival.*

*Work and the Human  
Spirit*

*John Scherer*



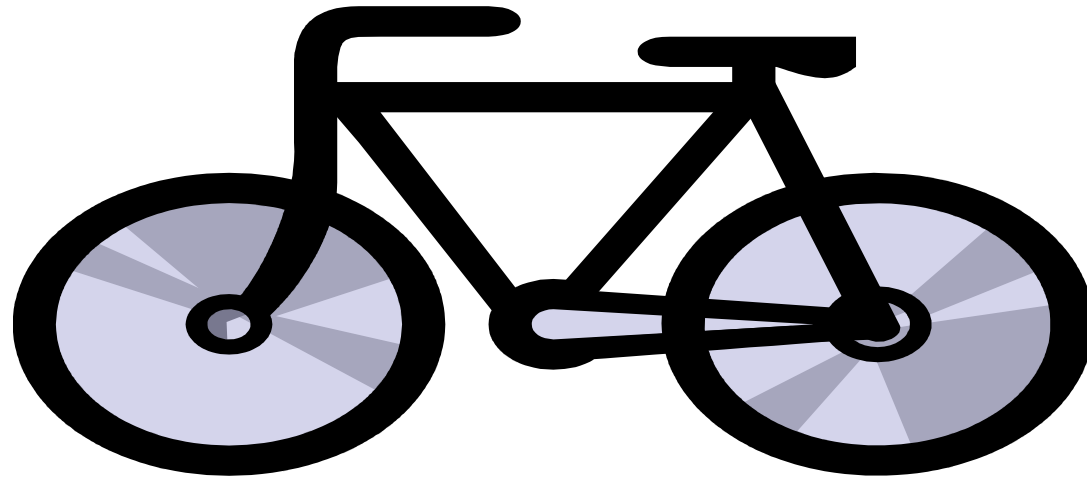
# TEAM ELEMENTS

RELATIONSHIPS  
**PEOPLE**

TASKS  
**PROCESSES**



# Team Elements

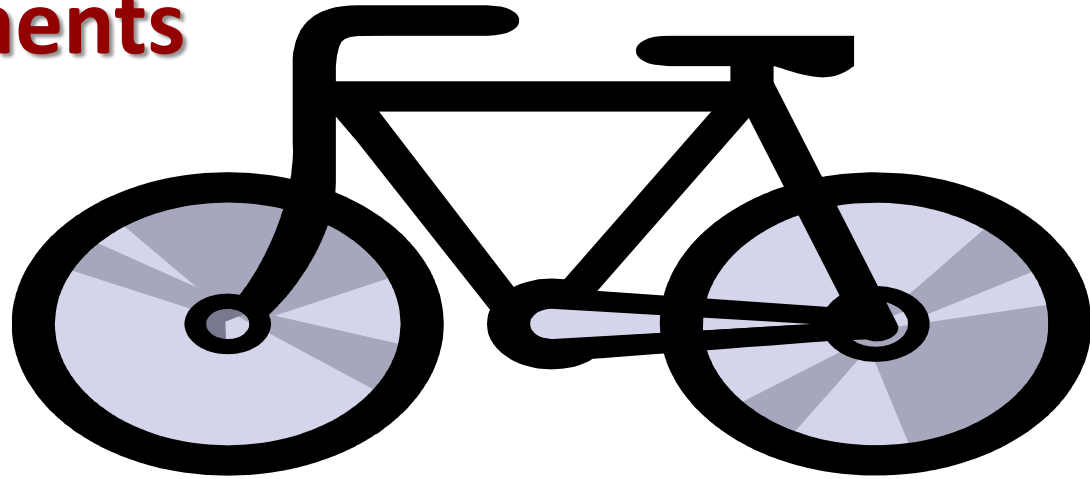


**People**

**Processes**



# Team Elements



## People

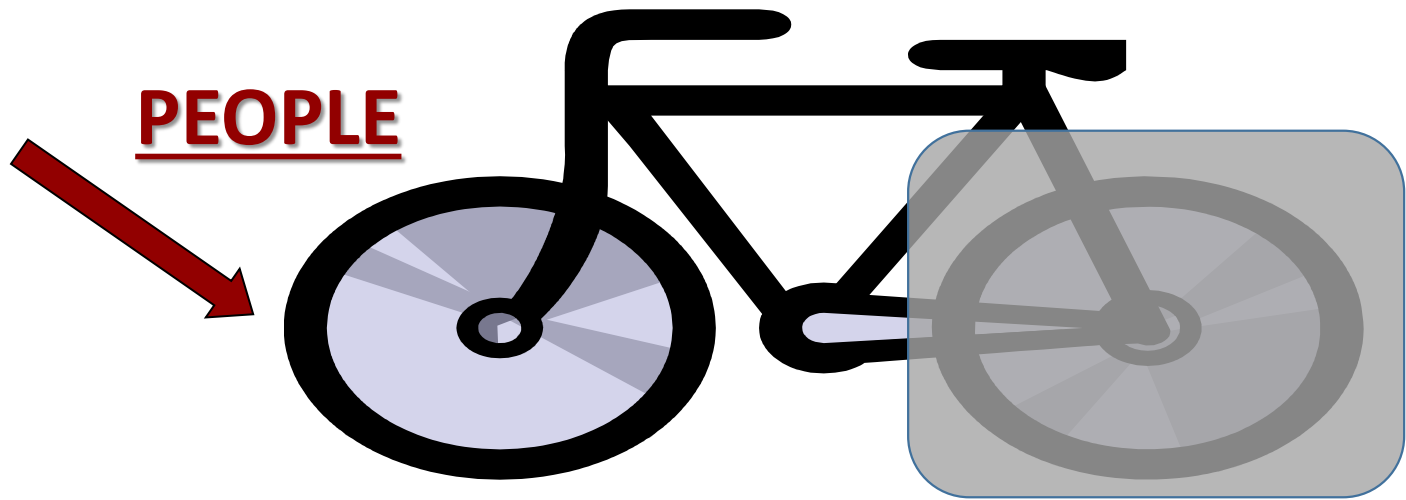
trust  
respect  
collaboration  
personalities  
motivations  
values  
priorities

## Processes

programs/services  
operations  
technology  
policies/procedures  
facilities  
resources  
economic development



# FLAT

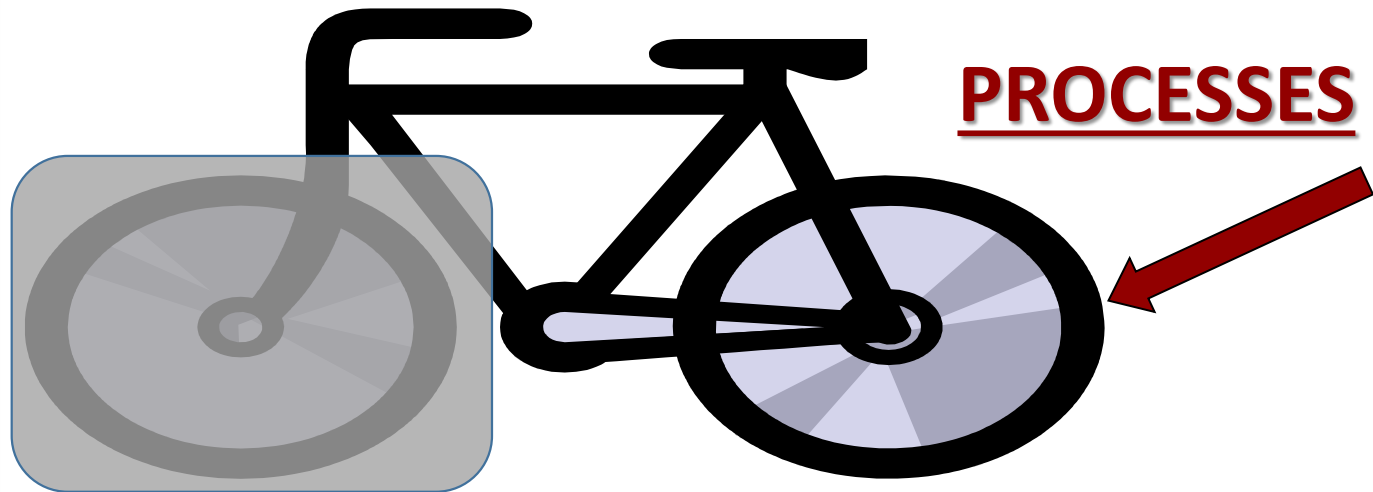


- Territorial battles
- Jealousy/envy
- Divisiveness
- Gossip/backstabbing
- Conflict
- Lack of communication
- Lack of leadership
- Lack of loyalty to the team
- Lack of unity
- Disagreements





# FLAT



## PROCESSES

- Unsuccessful planning
- Ineffective operational strategy
- Unproductive execution
- Lack of knowledge and skills
- Disregard of/ineffective policies
- Reduced performance
- Poor products or services
- IT issues
- Ineffective org structure



# Team Elements



*If teams are to be successful  
in achieving their goals (tasks/processes),  
they must also be successful  
at working together (relationships/people).*



S. Smith

# Activity

## *The Question.*



# Final Thought

*Interdependence is a higher value  
than independence.*

**Stephen Covey**

