

Team building

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Team

- A team is a small number of people with complementary skills, who are committed to a common purpose, performance goals and approach for which they hold themselves mutually accountable

Team building

- The building part of “Team building” refers to the notion (concept/idea) that the members of the group will spend some time together where their agenda is “ How might we improve our effectiveness as team”
- Teams need to pay attention for the development of individual’s skills and abilities. Because, what else is the raw material for building teams

Importance of team building

- Organizations can achieve better and faster results

Effectiveness of team

- Effectiveness of team has to be greater than the sum of its constituent (components) parts
- The ability to build, develop and lead a team is therefore, one of the hallmarks (characters/standard) of the professional managers
- Much more can be done when subordinates or colleagues work as a team NOT as a group
- It is necessary to identify the factors which block the development of team effectiveness
- It is also important to give and receive the feedback
- It is better to ensure a very strong balance of positive (Appreciation) against negative (Criticism) feedback

Building blocks

1. Balanced role
2. Clear objectives and agreed goals
3. Openness (freedom) and confrontation (understanding)
4. Support and trust
5. Cooperation and conflict
6. Sound procedures
7. Appropriate leadership
8. Regular review

9. Individual development
10. Sound inter-group relations
11. Good communication

Giving feedback

- It strengthens individuals, relationship and overall team identity
- There are some hints on giving helpful and constructive criticism through balanced feedback:
 1. Be specific: avoid generalization
 2. Acknowledge the positive: include some genuine positive comments
 3. Keep calm: keep your voice low and avoid threatening gesture
 4. Keep to the point: practice “brocken record” method
 5. Focus on behaviour: Don’t attack the person, tell something he can do about

Receiving feedback

- We, to be effective team player, need to be comfortable with both positive (Appreciation) against negative (Criticism) feedback