



Team - Works

Phil Kolbuc

TEAM - WORKS

The Canadian Standard Oxford Dictionary defines 'TEAM-WORK' as:

"Cooperative or Coordinated Effort by a Group of Persons Acting Together for a Common Cause"

Origin: Old English - A set of two or more 'draft beasts' (workhorses)

Why TEAM WORK?

Early survivors on this planet soon realized that working together, collectively, was the key to survival. Today, in the 21st century we still need to work together to survive. An organization is an enterprise where "people have to work together of a common cause".

So What Does TEAM WORK Look Like?

Based on the input of 10,000 Employees over a 20-year period collected by Kolbuc and Associates Inc.



Supportive, Good Communication, Open, Cooperative, Focus on Strengths, Creative, Humor, Sensitive, Pro-active, Clear Objectives, Problem Solves, Trustful, Hard Working, Empathetic, Diversified, Flexible, Helpful, Common Goal, Can Have Fun.



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So, What's the State of Affairs? How are we doing Working as TEAMS? Based on Input from 2.5 Million Workers a 2004 Harris Poll Found:

- Only 17% said 'WORK TEAMS', "Have mutual understanding and creative dialogue".
- Only 9% said 'WORK TEAMS', "Have clear and measurable goals".
- Only 16% said 'WORKTEAMS', "Plan together to achieve goals".
- Only 15% said their 'WORKTEAM' "Function within a safe environment".
- Only 22% said, "Workers feel motivated and involved".

So What Can We DO in Our Work Place Right Now?

TEAM WORK - *Guiding Principles*

1. **Common Purpose:** Establish a Common Vision, Mission, Goal(s) and Objectives
2. **High Quality Communication:** Listen to others and speak your mind.
3. **Roles and Goals:** Establish clear areas of responsibility, authority and accountability.
4. **Creative and Innovative:** Be willing to change your mind, break some rules and make mistakes.
5. **Have Fun:** Ease up, hang loose, don't sweat the small stuff.

It has been said there is no "I" in **TEAM**, but there is a 'M' and an 'E'. People are only willing to work with others collectively and collaboratively if there is something in it for them. The paradox is that in order to work as a TEAM people must act in each others best 'interests' and in so doing will have their own 'interests' met.

Just Imagine.....If everyone, at every level of an organization were to act in each other's best interest, then everyone would experience the success of TEAM WORK!



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