



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Teamwork—**

Organizes work tasks, people, and resources to deliver most effectively on organization goals.

- **Leadership—**

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

- **Interpersonal Skills—**

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

#### RELATED COMPETENCY CATEGORIES:

- **Values—**

Guided by a personal code of ethics. Demonstrates a strong sense of integrity by working in accordance with their personal values.

- **Vision—**

Future-oriented. Develops a future exciting picture of what could and what should be, regardless of what is, for them and their organization.

- **Attitude—**

Maintains a friendly, positive, and enthusiastic outlook.

## Team Building Basics

### SUMMARY

Establishing foundational concepts for building teams is a valuable starting point for team success. The Team Cycle shows how teams begin in the formation stage and evolve to the termination stage. Team definitions help you to see the complexity of your involvement in various teams simultaneously. Everyone works as part of at least one team, typically an intact vertical team. Most organizations today expect their people to serve on multiple teams, including both internal and external partnerships.

### CONTEXT

Today's workplace is heavily dependent on the success of teams that work productively together. The environment you work in is changing and growing so rapidly that it is impossible to meet the challenges alone. You have to rely on the cooperation, good will, and professionalism of the other members of your work teams. To a large extent, your overall level of satisfaction in your career depends on the way you feel about your team members and the sense of achievement that you experience in working with them.

In this module, you look at both the big picture of teamwork in organizations and your individual roles in making teams more successful. You identify the type of teams you serve on and examine the team cycle from the formation stage to the termination stage. You commit to team building principles that you can apply in your workplace teams by adjusting your own attitudes and behaviors.

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### At the completion of this module, participants will be able to:

- Identify types of work teams
- Assess teamwork effectiveness
- Recognize the stages of the team cycle
- Commit to principles for building teamwork

*“Teamwork is the ability to work together toward a common vision. It is the ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.”*

—Andrew Carnegie