Working as a Team

Learning Objectives

• Apply the team success factors to improve the performance of the team they lead or on which they serve.
• Reduce the time it takes their team to overcome growing pains.
• Be aware of and address the challenges their team faces in the four stages of team development.

Course Description
For a team to achieve its goals, its members must do more than just carry their own weight. They must involve, support, and share information with their teammates. And they must commit to the success of the entire team, not simply their own success. This course clearly teaches employees the personal, interpersonal, and organizational advantages of working together, whether in teams or work groups.

Team Success Factors

STAGES OF TEAM DEVELOPMENT

Team Success Factor Definitions

Involvement: Using team members’ individual skills and talents to help the team succeed.

Commitment: Being willing to accept responsibilities and perform them in a timely manner.

Trust: Knowing one can rely on fellow team members to fulfill their commitments to the team.

Purpose: Having clearly stated team direction, goals, and objectives.

Process: Using well-defined procedures for making decisions, solving problems, and accomplishing work assignments.

Communication: Expressing oneself openly, honestly, and clearly with others.
Resources (for learner)
- Profiling Your Team
- Rating Your Team
- Team Action Planner
- Team Success Factors Tip Sheet
- Learning Lab

Resources (for managers of learners)
- Learning Lab Coaching Guide