Teamwork

Why is it important

Billy Kollmar, RN

War Stories….

Team-It's Everywhere!!!

- Sports
- Business
- Legal
- Sales (not much of a team environment)
- Military
  - A-Team
  - Seal Team
- Trauma Team

What is a Team?

- Merriam-Webster.com

A number of persons associated together in work or activity

Teamwork
The work done by people who work together as a team to do something

- Businessdictionary.com

A group of people with a full set of complementary skills required to complete a task, job or project

Teamwork
The process of working collaboratively with a group of people in order to achieve a goal.

Teams-When are they needed?

- A problem or situation that needs to be resolved
- Adequate people and equipment to accomplish the goal
- Time sensitive-needs to get done in a certain timeframe

Team Exercise Haz-Mat

- 4 Volunteers
- Goal-Move the ball to the goal
- You must use the carrier, may not have hands past the flag on the string
- 1 minute to plan
- Go
- Evaluation

Team vs Committee

COMMITTEE

- a group of people who are chosen to do a particular job or to make decisions about something

Merriam-Webster.com

- In a committee each person works on their portion of the project motivated by their portion succeeding

TEAM

- A group of people with a full set of complementary skills required to complete a task, job or project

Businessdictionary.com

- The team works in concert to accomplish a goal all contribute to the goal in their own way

Team vs Committee cont

- Committees
  - "…often spend considerable time deciding if something 'needs to be done.'"
  - Often work on what is important to them and justify to the committee why it is important
- Teams
  - "…united around a clear and challenging common goal."
  - from likeateam.com/what-is-different-between-a-committee-and-a-team/

Teams

HOW DO THEY FAIL?

- Lack of defined roles
  - No clear leadership, who is going to do what and when
- Scapegoat for a difficult problem
  - Give unattainable goals, no support and then blame the team for not reaching goal.

HOW DO THEY SUCCEED?

- Clear attainable goal
  - They can be tough goals
- Support from the organization
- Identified who is in charge and who is responsible for what piece
- Have flexibility to improve
- Contingency plans

Team exercise-Silent Opera

- 5 Volunteers
  - 1 Blindfolded
  - 1 Director
  - 3 Mutes
- Pick up objects and place them in the box.
- The blindfolded must pick up the objects and take them to the box.
- The Director tells them where to go-but cannot see the person picking up.
- The 3 mutes must tell the Director without speaking what the blindfolded person should do.

Team roles

LEADER

- Plan for how to accomplish the goal
- Communicates with the team who, what, when, where and why
- Coordinates during the plan
- Gives feedback

TEAM MEMBER

- Performs tasks given to them
- Assists others when appropriate
- Asks questions at appropriate time
- Receive feedback

Leaders

- Effective team member
- Should not ask someone to do something they are unwilling to do themselves
- Adaptable to changes
- Calm
- Clear communication
- Supportive

Leaders Failure

- Being a Jerk
- Stand-off
- Not having a clear plan
- Taking failures personally
- Blame others
- Degrading other teams to build your own up

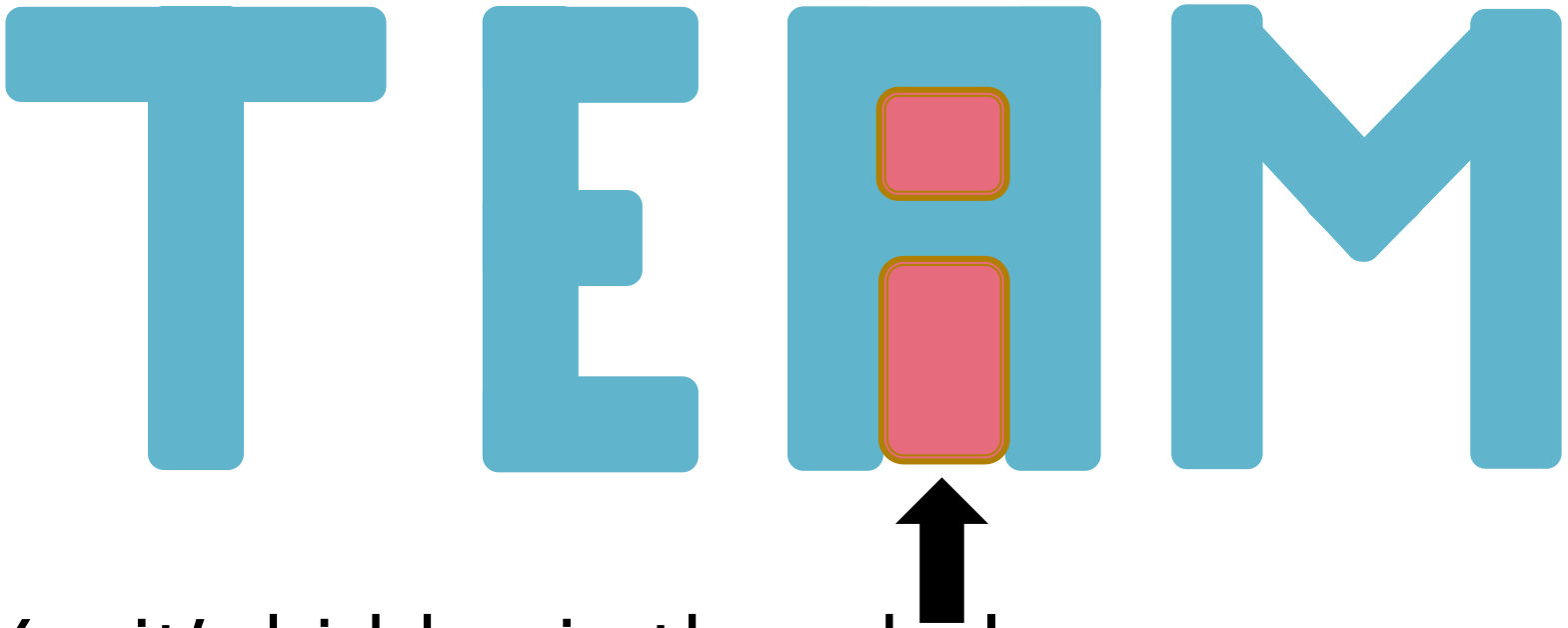
Leadership Styles

- Authoritative
- Delegative
- Participative

Why are Teams important?

Able to accomplish amazing things in a shorter time period

Is there an "I" in TEAM?



Yes it's hidden in the a-hole