Objectives

➲ Identify differences in individual vs. team efforts

➲ Share the advantages of teamwork and cooperation for yourself, your NWT, and Marconi

➲ Evaluate the challenges teams face as they grow and develop

➲ Participate in team development activities

Advantages of Teamwork		
For Myself…	For my Team…	For RMW…
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Stages of Team Development

1. Getting Started

What the Team is doing…
- Getting to know the task and the team members
- Learning each other's skills & expectations
- Testing each other's commitment & attitude

What you're feeling…
- Excited about being part of something new
- Anxious about the goals and what it take to achieve them
- Suspicious about what's expected of you

2. Going in Circles

What the Team is doing…
- Setting unrealistic goals
- Relying on only 1-2 individual's ideas
- Not making much progress
- Focusing on the task/goal…need to balance the "how" to get it done

What you're feeling…
- Frustrated that progress isn't being made
- Angry that ideas are criticized/ignored
- Impatient with members who don't pull their weight

3. Getting on Course

What the Team is doing…
- Having some difficulty, but making progress
- Using each other's ideas
- Giving & receiving constructive feedback
- Following team norms & expectations

What you're feeling…
- Respect for other members' needs/capabilities
- Relief that the team is making progress
- A growing sense of trust
- Increasingly comfortable working together
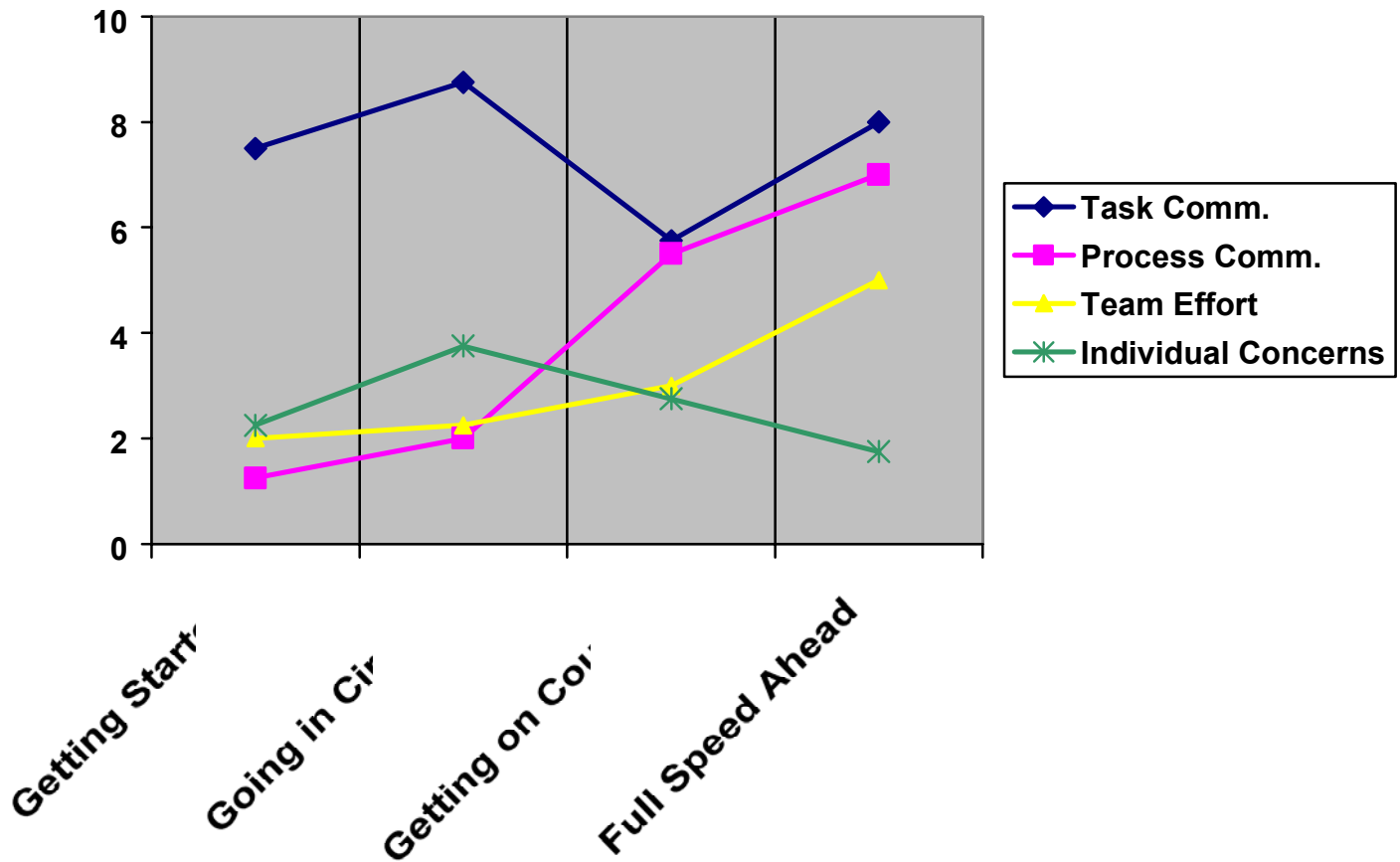
4. Full Speed Ahead

What the Team is doing…
- Making progress toward the goal with efficiency
- Working together to problem solve
- Using feedback to make changes
- Continuously improving

What you're feeling…
- Pride in your work
- Excited about being part of the team
- Enjoyment of working together
- Fully committed to the team

Evolution of a Team

Chart legend:
- **Task Comm.**
- **Process Comm.**
- **Team Effort**
- **Individual Concerns**

X-axis labels: Getting Start..., Going in Ci..., Getting on Co..., Full Speed Ahead

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Team Success Factors

- ☑ **Purpose**
  - → Direction, identify, focus
- ☑ **Process**
  - → Actions, procedures/operation that help the team
- ☑ **Communication**
  - → Encouraging cooperation, promoting improvement, resolving conflict
- ☑ **Involvement**
  - → Asking for help, offering suggestions, volunteering, participating
- ☑ **Commitment**
  - → Willingness to give 100% effort to team processes
- ☑ **Trust**
  - → Take risks, try new ideas, take greater initiative

Team Commitment…

I commit to being a full participant on my Natural Work Team by…

_____

_____

_____

_____

My Teammates commit to being full participants by…

Name	Commitment