

# **WORKING TOGETHER AS TEAM MEMBERS IN AN ORGANISATION**

**(A PAPER DELIVERED BY CHIEF MRS VICTORIA O. AWOMOLO, SAN AT FIDA NATIONAL RETREAT HELD ON FRIDAY, 14<sup>TH</sup> JANUARY, 2022)**

## **DEFINITION**

Team – A team is a group of people who work towards a common goal. Teams have defined membership (e.g. Executive members, work mates). They have a set of related tasks towards achieving an objective or a goal. Each member must contribute to the team, but the group as a whole is responsible for the team's success.

Sport teams are very good examples of how teams work e.g. in basketball, football etc. Similarly in business settings, most work is accomplished by teams who collaborate on activities with defined outcomes. Employees are expected to have the necessary skills to work effectively with others. Ditto for any group of people who wants to achieve success.

Organisations also form teams to accomplish tasks that are too large or complex for an individual to complete. That's why we have committees created to achieve a particular purpose or activity or goal!

Teamwork can be subjective depending on the environment in question. Several places where teams exist:

1. Law firms
2. Ministries, Departments and Agencies
3. Courts
4. Executive members
4. In Religious organisations such as Churches, Mosques
5. Associations, Pressure Groups, Non-profit organisations etc

The concept of teamwork is important and applicable in every organisation but the format and collective goals might differ. For example, the collective goal in a law firm would be different from that of a Church.

## **Types of teams**

Teams can be divided into many specific groups depending on the purpose, location and organisational structure but broadly speaking, teams can be classified into:

### **Functional Teams**

This is seen in most organisations. In this work team, all the members belong to the same department and respond to a manager/management, responsible for the management of the whole group.

### **Self-Managed Team**

Are typically employees of the same organisation who work together to reach a common goal. There is no manager or authority figure.

### **Virtual Teams**

These are made up of people who work in different physical locations who rely heavily on technology tools to get things done together.

Other classifications are: Project teams, operational teams, contract teams, etc

## **WHAT THEN IS TEAM WORK?**

Working together in a group is called Teamwork. Team work involves a set of interdependent activities performed by individuals who collaborate towards a common goal (Wikipedia).<sup>1</sup>

A teamwork environment promotes an atmosphere that fosters friendship and loyalty. These close-knit relationships motivate others in the team to want to work harder, co operate and be supportive of one another, while recognising and utilizing individual talents, strengths and weaknesses, and habits.

## **WHY IS TEAM WORK IMPORTANT?**

Being a 'jack of all trades' or being a master of one in today's world does not bring about success if you are unable to work as part of a team. This underscores the importance of teamwork.

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<https://en.wikipedia.org/wiki/Teamwork#:~:text=Teamwork%20is%20the%20collaborative%20effort,together%20towards%20a%20common%20goal> accessed on 2/2/2021

**Query** – Is it easy or difficult to get a group of individuals to work together smoothly? Why?

## **LEADERSHIP**

This brings to me the issue of ‘leadership in a team’ because there must be someone or somebody who drives the team to achieve set goals. A leader that cannot work with a team is a failure!

An effective leader is a person with a passion for a cause that is larger than he/she. She provides direction, inspiration, guidance, exhibits courage, passion, confidence, commitment and uncommon resilience. She nurtures the strengths and talents of her people and builds teams committed to achieving a common goal. She creates relentlessness towards every goal she pursues so as to finish well and strong.

To be an effective leader, you must be a woman of principle, seek to appreciate the diversity of individual gifts. An effective leader is accountable, with a high level of moral maturity and truth always. She must learn to seek the wisdom of God in all she seeks to do.

An effective leader forgives and seeks reconciliation instead of conflict. She must have a servant heart of humility. She seeks to mentor and train the next generation, while leading selflessly by guiding and correcting with patience and gentleness, without which she may not end well and strong!! She must work hard to hand over to a successor seamlessly because a leader without a successor is a failure. She therefore needs to have emotional intelligence.

Matthew 23: 11 says:

“The greatest among you will be your servant”

### **The Characteristics of a Servant Leader**

1. Empathy
2. Selflessness
3. Humility
4. Authenticity
5. Caring
6. Collaboration
7. Compassion

8. Honesty
9. Open-mindedness
10. Patience
11. Self-awareness

### **7 Types of People you need in a team**

1. The Visionary – this is usually the leader
2. The Strategist
3. The Communicator
4. The Analyst
5. The Administrator
6. The ‘Worker Bee’
7. The innovator

### **Questions to Ask when choosing a team**

1. What is the team’s purpose exactly?
2. How many people are required, and what will their roles be?
3. Are selected members capable of self-management, or they require a strong leader?
4. Is it necessary for them to be located in a single place?
5. Is their engagement temporary or permanent?

### **NINE (9) TECHNIQUES TO MAKE TEAMWORK MORE MANAGEABLE**

1. Lead by example. Leaders rely on the knowledge of their team members, which is why collaboration is becoming an essential ingredient for success.
2. Share clearly defined Team Objectives
3. Promote efficient Team Meetings
4. Make individual progress visible to the whole team.

5. Make it fun
6. Be a leader of vision and know your vision.
7. Be fair and firm with the requisite will.
8. Recognise the potentials in people in your team and maximize them.
9. Be on top of your game to avoid sycophancy, gossips and misadvise.

### **Important Skills for Team Work**

1. Trust – “the degree to which each party feels they can depend on the other party to do what they say they will do.”
2. Tolerance – “the level of acceptance and appreciation for the unique styles, values, rules of each person, including your own”
3. Self - awareness – “this involves knowing your emotions, strengths and weaknesses and how those will affect everyone on your team”
5. Effective communication
6. Time management
7. Focus
8. Conflict resolution
9. Active listening
10. Understanding of collective goal
11. Every member of the team has a role to play – every individual should pull their weight in the team. Some do not do their work, and leave it for other people in the team to do.

### **CONCLUSION**

In conclusion, teamwork is very important to achieving success and confidence in any assignment because:-

- a. Teamwork motivates unity in any organisation or workplace.
- b. Teamwork offers differing perspectives and feedback.

- c. Teamwork provides improved efficiency and productivity.
- d. Teamwork provides great learning opportunities.
- e. Teamwork promotes workplace/organisation synergy.

Inability to effectively work in a team could delay the success of developing and implementing new and innovative ideas. The ability to solve problems is reduced, as well as the attainment of meeting goals and objectives, thereby limiting growth and efficiency of the organisation.

Thank you for listening.

**Chief (Mrs) Victoria O. Awomolo, SAN**

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### **QUESTIONS**

1. What are the differences in these – A Firm, Stubborn or Complacent leader?
2. There is sometimes a weak link in team work. How does the leader manage this?

3. Where the leader is the problem in a group, what happens to the group or team?

**GROUP 1**

*What are the differences in these – A Firm, Stubborn or Complacent leader?*

## **GROUP 2**

*There is sometimes a weak link in team work. How does the leader manage this?*



### **GROUP 3**

*Where the leader is the problem in a group, what does the team do?*

## **GROPU 4**

*What is the team's purpose exactly?*

## **GROUP 5**

- i. Is your assignment in this team temporary or permanent?*
- ii. What then should be your attitude to teamwork?*