



SUCCESSFUL TEAMWORK - A CORNERSTONE OF EVERY TEAM

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Definitely a work group will become effective if it has a successful teamwork which is referred to be the cornerstone of every team. No team would like to be dysfunctional and for it to become a success means that there are factors needed to take place in both within the team and in the work environment the team needs to function and to achieve its goal. The team understands the goals and it is committed to attaining them. These are the essentials of an effective teamwork, that is, a clear direction and an agreement in its mission and purpose too.

In a team, members trust in each other and they are not punished for disagreeing in taking their positions. That is the very reason why they feel free to express their thoughts and opinions, leaving their communication open, honest and respectful. The team openly discusses team norms and whatever could be hindering their ability to move forward and what hinders their progress in the areas of forces, talent, and strategy. As for the team, the more they can bring out divergent points of view that can be fully presented and supported with facts, the better it would be.

The team members spend their work and thought time listening intently with each other instead of forming rebuttals while their teammate is speaking. They experience a strong and deep commitment to their group's decision and actions for they have that feeling of belonging to that group. Their sense of belonging is enhanced when the team finds time to develop its norms or relationship guidelines together. Actually, a team having a successful teamwork does not support member personality conflicts and clashes. Neither do they pick sides in disagreement but instead they work towards mutual resolutions.

Their purpose of developing their team is to take advantage of their differences. Team members are viewed as unique people having varied points of view, experiences, opinions and diversified ideas and knowledge. Inconsequentially, creativity, innovation and different viewpoints are highly expected and encouraged from each team members. Moreover, the team has agreed on the procedures of diagnosing, analyzing, resolving any teamwork problems and even conflicts for that matter. They see to it that members of the team make high quality decisions together. Members of the team have the support of their group and their commitment to carry out whatever decisions that they may come up with.

Participative leadership is practiced and carried out in leading the meetings, in assigning whatever tasks are needed, in recording the decisions and commitments made. That also holds true in assessing the progress of the team, holding the team members accountable for their actions and decisions, especially in providing the direction of the team. All of these important factors can assure success for a very rewarding sense of teamwork among team members. Therefore successful teamwork can be considered a cornerstone of every team that is trying all its best to make it a very fit and remarkable team to be with.

Questions for discussion:

1. How can you gauge if a team has successful teamwork?
2. Have you ever wondered why some work groups are very successful but others are not? Explain your answer.
3. How can you inspire your team members to display effective teamwork? Justify your answer.
4. What other tips can you give for a team to be successful? Elaborate on your answer.
5. In what organization or workplace have you experienced teamwork? Tell something about that experience.