



## **Team Building workshop**

### **Teams and the importance of teams**

**Many organizations have tried to focus on teams, but actually with hearing people from all around the world when they start to talk about teams you will hear the same comment "oh teams, we tried that but it didn't work"**

**That's what makes us wonder why did they say that? They said that because they tried groups, not teams and there's a big difference between groups and teams.**

**We can say that any team is a group, but we can't say that any group is a team because in a team there is :**

**-A sense of community**

**-A sense of connection, ownership and responsibility that team members acquire**

**-members of team collaborate with one another . They are deeply committed to one another's personal growth and success they are taking personal risks ,support each other in trying new experiences and engaging creativity in learning process.**

**-There's discussions and applying to what they are learning and that's what we call learning by doing. Let's call it the spirit of the team "one for all and all for one".**

### **Team learning**

**The business world for example is changing at such a pace that the solutions to problems are not found in books or journals nor in the mind of the " experts ". They are found by team members themselves, who through the process of team learning , identify the key question to be addressed.**



They then seek to use their resources to find the answer often through trial and error.

The concepts of team- learning can be broken down into 4 keys Components:

- 1- Questioning
- 2- Valuing diversity
- 3- Communicating
- 4- Learning review

### Questioning:-

When faced with a problem, a new project or an opportunity it's a good idea to focus on the nine key success factors which make the difference between a high performing team and a low –performing team.

These factors are arranged in a model of team tasks, known as the types of work wheel. This wheel describes nine essential team activities:-

- Advising: - gathering and reporting information.
- Innovating: - creating and experimenting with ideas.
- Promoting: - exploring and presenting opportunities.
- Developing: - assessing and testing the applicability of new approaches.
- Organizing: - establishing and implementing ways of making things work.
- Producing: - concluding and delivering outputs.
- Inspecting: - controlling and auditing the working of systems.
- Maintaining: - up holding and safeguarding standards and process.
- Linking: - coordinating and integrating the work of others.



## **Valuing Diversity:**

Diversity of thinking is one of the hallmarks of learning teams. Problems need to be viewed from different angles if the best solutions are to be generated .if everyone looks at problems in the same way then group think can occur. if diversity is allowed and encouraged then better solutions will result .however the downside of diversity is conflict. Different view points will inevitably lead to disagreement and it's only the committed learning team that can use the diversity of views in a positive way. Many of the work content issues of diversity can be addressed through a preference model like the team management wheel. This model highlights the different ways that team members like to approach work situations. This model is summarized below:

**1-Reporter-Advisers:** enjoy gathering information and putting it together in a way that makes it easily understood. Usually they are patient people who prefer to have all the information before they take actions. (Supporter, helper, tolerant, a collector of information, dislikes being rushed, knowledgeable, flexible).

**2-Creator-Innovators:** enjoy thinking up new ideas and new ways of doing things usually they are very independent and will pursue their ideas regardless of existing systems and methods. (Imaginative, future-oriented, enjoys complexity, creative, like researches work).

**3-Explorer-Promoter:** like to take ideas and promote them to others both inside and outside the organization. They are often advocates of change and are highly energized. Active people who like to have several projects on the go at once. (Persuader"seller"likes varied, exciting, stimulating work, easily board, influential and outgoing).

**4-Assessor-Developer:**usually display a strong analytical approach and are at their best where several different possibilities need to be analyzed and developed .they are often sociable outgoing people who enjoy looking for new markets or opportunities.(Analytical and objective, developer of ideas, enjoys prototype project work, experimenter).



**5-Organizers:**they are people who enjoy making things work, they are analytical, decision makers, always doing what is best for the task, even if their actions sometimes upset others.thier great ability is to get things done, and for this reason they are often found working in a project management positions.(organizers, quick to decide ,results-oriented, setup systems, analytical).

**6-Concluder-Producers:** are practical people who can be counted on to carry things through to the end. Their strength is in setting up plans and standard systems so that outputs can be achieved on a regular basis, in an orderly and controlled fashion. (Practical, production-oriented, likes schedules and plans)

**7-Controller-Inspectors:** are quiet, reflective people who enjoy the detailed side of work, such as dealing with facts and figures. They are usually careful and can spend long periods of time on a particular task, working quietly on their own.(strong on control,detail-oriented,low need for people contact).

**8-Upholder-maintainers:** are people with strong personal values and principles which are of prime importance in their decision making. Usually they have a high concern for people and will be strongly supportive of these who share the same ideals and values as they do. (Conservative, loyal, supportive, personal values important, strong sense of right and wrong, work motivation based on purpose.

**9-The Linker** is a shared role that is held in conjunction with the other roles. It comprises eleven key skills focusing on the linking of people and the linking of tasks.

It's immediately obvious that this model is related to the types of work wheel. Someone with a preference towards the Reporter-Adviser will most likely enjoy advising work and can be assigned responsibility for the information process. Someone with a preference to be an organizer will most likely prefer to work in the sharp end of the team organizing and making things happen. The wheel highlights the diversity problems in a team the Explorer-Promoter for example, will look at situation totally different to a controller-inspector, which may cause frustration or conflict. However once team members understand their individual work preferences, they have a language for discussing potential problems that might occur.



### **Communicating:**

**Communication is the essential process that links a team together there are many things you should care about in the communication process and there's also many ways to communicate with others according to their personality and to the situation you are in:**

**1-The technique of varying your communication style to match that of other people. When dealing with a controller-inspector for example you may need to focus on the details, slow down your rate of speaking and make the connections between the past and the future oriented, you must be full of ideas and by this you can establish a rapport with the other person enabling an open and honest dialogue to take place.**

**2-Listening carefully to what people are saying and asking questions to fill in the gaps. Knowing when to focus on the facts or the feelings.**

**3-When team discussion are complex and long, everyone will lose track of the important points.summarising is therefore essential to ensure that everyone has the same understanding.**

**4-Directing is the technique that managers and leaders use without thinking. It involves telling others what to do. There's a time and place for directing which should be done only when:**

**-you know what the problem is**

**-you know what the solution is**

**-you have good reasons to believe that people will accept your direction.**

### **Learning Review:**

**Learning is an interactive process that takes place through feedback. We are all used to have reviews and individual feedback, but rarely do we experience team feedback. At the end of each meeting it's a good idea to review how the meeting went. Was the questioning process adequate? Did we value difersity? How well did we communicate if conflicts did arise in the meeting everyone should be**



encouraged to personally review what went on? A useful technique here is the three position process:

- 1-Review how the interaction seemed from your position.**
- 2- Review how the interaction seemed from other person position.**
- 3-Zoom out and review how the interaction from outside the group.**

[Kareem\\_omara86@yahoo.com](mailto:Kareem_omara86@yahoo.com)  
[Bouba\\_1985@yahoo.com](mailto:Bouba_1985@yahoo.com)