

Τίτλος:	Η σημασία της ομαδικότητας: Τρόποι για να βελτιώσετε τις δεξιότητες ομαδικής εργασίας του οργανισμού σας
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Έκταση:	1,900 λέξεις
Ημερομηνία:	Μαρτιος 2022
Title:	The Importance of Teamwork: Ways to Improve your Organization's Team-working Skills
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Size:	1,900 words
Date:	March 2022
Abstract:	The purpose of this article is to provide an outline of the importance of teamwork. First, a definition of the term teamwork is provided, followed by a discussion of its importance. Finally, the author presents different methods of improving an organisation's team working skills.

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The Importance of Teamwork: Ways to Improve your Organization's Team-working Skills

Introduction

Teamwork is the process of collaborating with a group of people to achieve a goal. Teamwork is frequently a critical component of a business, as it is frequently required for coworkers to work successfully together, giving their all in every condition. Teamwork entails people trying to work together, using their own skills and delivering valuable criticism, notwithstanding any personal conflicts between individuals.

The Importance of Teamwork

In the following paragraphs we analyze the importance of teamwork.

First of all, teamwork fosters excellent employee relationships since the closer workers work together, the more they grow to know and like one another. The more they collaborate, the more they learn and develop an understanding of one another's preferences, dislikes, strengths, and shortcomings. When a group of people work together over an extended period of time, they naturally are becoming more collaborative, which results in a more enjoyable workplace environment for everyone. A pleasant work atmosphere results in increased productivity, which enables firms to achieve their objectives more rapidly.

According to statistics, employees who work in teams complete things quicker and more effectively than those who work alone. By collaborating on various assignments, you can reduce the workloads of all employees by sharing ideas and responsibilities. Workers, particularly salespeople, face significant pressure to reach sales targets within a compressed time frame. Teamwork is critical because it allows your team will share ideas and duties, which relieves stress for everyone and enables them to be diligent and thorough in their task completion. This enables them to reach sales targets more quickly.

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Thirdly, employees inside a business have varying levels of work experience, competence, and talents. Collaboration permits these workers to communicate with one another over the course of a project. This connection provides a great opportunity for new employees to acquire abilities that they previously lacked from more experienced employees. Additionally, more experienced workers can benefit from new workers' fresh and inventive ideas. Additionally, the value of cooperation in business is that it enables new and much more experienced employees to challenge one another's ideas and methods of operation in order to arrive at an agreeable, viable method that assists employees in completing their assigned responsibilities.

Finally, staff working alone are more likely to have low morale and be less responsible. When members of a team work together, no one likes to let the others down, so trust is maintained. Working as a team also holds every employee accountable, especially if they are surrounded by experienced, recognized workers who have a reputation for hard work and responsibility. Organizations can benefit greatly from cooperation since greater effectiveness and quality allow staff to complete tasks ahead of schedule.

How to Improve teamwork?

After establishing the importance of teamwork in the workplace, let's discuss how we may improve it. Following there are eight suggestions for improving teamwork in any workplace.

1. Create Teams that are Diverse and Inclusive.

First and foremost, it is critical that we focus on forming diverse teams rather than teams comprised entirely of like-minded individuals. A varied group of people is more sure to deliver diverse viewpoints and ideas to the table. More views lead to more comprehensive decision making. We often desire to be around by others who believe and behave in ways that mirror our own beliefs and actions.

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2. Define Subgroup Roles Clearly.

When a group is faced with a broad goal, it is great method to divide the process into manageable teams, or subgroups, to tackle more specialized tasks that support the overall aim. A subgroup's goal is more narrowly focused than the broader team goal. This means that higher-ranking individuals who are most excited about the "grand picture" will have less influence. Rather, members of the subgroup with specialized knowledge will guide the subgroup towards its own aim.

Subgroups should function as mini-teams, employing all seven of these pillars in their own work. Each subgroup requires its own leadership, as well as a unifying emphasis on a common purpose. They must also be submissive to the greater team, serving the broader goal at all times.

3. Encourage Trust and Openness.

Many traditional team-building games emphasize trust, whether it's erecting a tent while blindfolded or having people stare into one other's eyes. There's a reason for this: trust is a critical component of team success. Without it, your teams will be unable to properly communicate and collaborate to solve problems.

When you enable others to speak free from fear of receiving a snarky or angry answer, trust will begin to grow. People's thoughts and creativity will also begin to flow as they become less hesitant to speak up.

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And, if you're thinking about investing money on a team-building day, please remember that the American Psychological Association discovered that focusing on enhancing interpersonal connections, defining responsibilities, and boosting problem-solving is preferable.

4. Every day, in Every form, Communicate.

Great cooperation is built on effective communication. Top teams interact frequently and openly; their members are eager to exchange ideas, collaborate on brainstorming, get feedback, and be criticized.

This does not imply that members of the team always agree, but that they are capable of communicating through their disagreements in order to reach a sound solution and continue to move forward as a team. So, how can we foster effective communication?

Be clear: Set the tone for the team's communication. When is it appropriate to shut your office door? Is it permissible to approach someone after hours? How frequently should the entire team meet? This plan will assist in keeping everyone is on the same path and communication moving.

Method: In the present era, there are numerous means for people to communicate with one another. Try to communicate using the most appropriate technology for your particular needs, whether it's email, a chatting tool, a phone conversation, or face to face. We have an article that will assist you in determining which communication method is appropriate for what.

Listen: Listening is just as important as speaking when it comes to communication. Before presenting your own answers and comments, make sure you're listening to your teammates and taking their ideas into consideration.

Collaboration tools: Collaboration technologies allow workers to connect in a group or one-on-one conversation from anywhere in the globe or within the office. They also work on group projects whenever it is most suitable for them.

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Check in: Encourage casual meetings, information exchange, and team huddles. People should not have to await for a monthly catch-up gathering to meet. Members of a collaborative team are at ease talking as and when necessary.

5. Make Learning Opportunities Available to the Team Members.

How can we assume everybody to be excellent team members if they've never worked on a team project? Working in a team may seem obvious to some, but it may not happen naturally to all. It is critical to provide sufficient training and supervision to your team in order to maximize the benefits of teamwork in the workplace. Making learning opportunities available will not only improve cooperation skills, but will also promote employee engagement and job satisfaction. Workshops and skilled guest speakers from outside the business are excellent ways to guarantee that all team members recognize the value of collaboration in the workplace and how to be an excellent employee.

Strong cooperation has been demonstrated to boost employee satisfaction and productivity while minimizing turnover and absenteeism, thus supporting the organization in achieving higher margins. Promoting effective teamwork in the workplace will benefit your firm in a variety of ways. Great teams, on the other hand, are not formed overnight.

6. Use Ego Suppression on a Cyclical and Temporary Basis.

Essentially, the ego-related teamwork principle is about insuring that individual objectives do not take over the goals of the group, stifle other team members' contributions or development, and create a loop of deteriorating team performance. No team will succeed if its members have a

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"me first" mentality. Successful teamwork is dependent on each member believing that their participation is important.

Keeping egos in line without crushing them necessitates a careful balancing act. To properly reach the intended outcome, everyone on the team must consciously control their ego and shift focus from personal agendas to team objectives.

7. Ensure that Everyone is Held Accountable.

Accountability is related to having clearly defined roles and understanding your position in the team's successes or failures.

Leaders can provide an example of responsibility by recognizing when things are not going as expected and celebrating team triumphs. Accountability gives team members the confidence to take chances and be vulnerable. Demonstrate your appreciation for differing views and your support for individuals who question the current quo.

8. Celebrate

Celebrating your team's accomplishment will bring people together, inspire dialogue, and increase happiness. Celebrations, like recognition and thanks, don't have to be extravagant, but they should be often. By doing so, you are incorporating them into the culture of your team, and the advantages will become more long-lasting and significant. You're also reminding that your objectives are attainable and worthwhile, which will maintain motivation strong. Here are some suggestions:

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Hold an informal Friday meeting to discuss the week's little victories. Use a post-it board to record achievement and engage everyone; participants write their accomplishments on sticky notes and place them on the board, then describe it to the group. In this meeting, you might also give "props," in which each individual praises one other person in the group for anything useful they did that week.

Get out of the office for lunch or drinks. This can be done after or during work hours. If you have reached a significant milestone or your team has earned accolades from senior management, be clear about the goal of your celebration.

Conclusion

Teamwork has become increasingly crucial in modern organizations, and when developed, handled, and implemented properly, teams can give a competitive advantages in terms of enhanced employee happiness, creativity, and innovation. However, if teams are allocated to improper tasks, are ineffectually managed, or are not given adequate support, resources, and freedom to carry out their jobs, the effect of collaboration can be counterproductive. Teams are organized organizations formed by management to achieve common aims. There is a distinction among teams and groups; groups can exist in the absence of teams, while teams cannot exist in the absence of groups. As a result, the impact of group behaviour and group dynamics will have a substantial impact on the team's overall success. As a result, managers must be aware of the presence of groups that form their own standards and personal ambitions, which may diverge from the team's aims. As a result, cooperation can be a challenging management issue, but when done properly, the benefits can be tremendously rewarding.

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