

REPORT ON WORKSHOP ON TEAM WORK

Topic of the Event – TEAM WORK

Date –7th December 2022

Hosted by - Sarojini Naidu Vanita Pharmacy MahaVidyalaya, Tarnaka, Hyd.

Sarojini Naidu Vanita Pharmacy MahaVidyalaya, College for Women, (Sponsored by The Exhibition Society) in association with TASK, Telangana State branch has organized a workshop on the topic “Team Work” on 7th June, 2022. The Guest Speaker for the workshop was Ms. Rose Mary [Task co-ordinator] , TASK Telangana.

"Alone we can do so little; together we can do so much." – Helen Keller

"Teamwork is the ability to work together towards a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

Teamwork has the incredible power to increase productivity, job satisfaction, and even each person's individual performance.

The Programme started with a warm welcome to the TASK co-ordinator by Dr. N . Srinivas, Director, Dr. T. Saritha Jyostna , Principal and Dr T. Mamatha, Vice Principal [SNVPMV].

The session started with students counting from 1-5 and all the students were divided into different teams.

Then the session started with few key notes on Team Work -

1. INTRODUCTION

Ms . Rose Mary madam introduced the concept of team work to students , she discussed key issues associated with the implementation of teamwork and challenges of team building to present a realistic idea of what can be achieved through teamwork.

2. THE TEAM BUILDING CONCEPT

A team is a group of people working towards a common goal. Team Building involves the process of enabling the group of people to reach their goals.

It consists of steps like

- ✓ Clarification of team goals;
- ✓ Identification of hindrances to goal achievements;
- ✓ Facing the identified challenges and
- ✓ Enabling the achievement of the goals.

Teamwork can be quite efficient since it results in everyone feeling that his or her point of view is adequately represented and accounted for. The discussion helps to identify each person's highest priorities and the negotiation and compromise helps to synthesize

these into an outcome that reflects the group's collective priorities for success.

3. DETERMINING THE NEED FOR TEAM BUILDING

Several factors may be indicative of the need for team building. Some of these include; negative reactions to the manager; decreased productivity; apathy and lack of involvement; complaints about quality of service; lack of initiation, imagination, innovation; routine actions taken for solving complex problems; conflicts or hostility among staff members; ineffective staff meetings, low participation, minimally effective decisions; decisions misunderstood or not carried through properly; confusion about assignments, missed signals, and unclear relationships as well as complaints of discrimination or favouritism.

ACTIVITY: 1

In this context each team of students were asked to play a Game of crossing their hand and holding each other. Then they were asked to turn around. But it was highly impossible to the students. This showed that if one member in the team lack the potentiality or one of team member performs inefficiently, entire efforts may lead to unproductive outcomes.

4. OBJECTIVES OF TEAM BUILDING

Team building has several major objectives one of which is enhancing good communications with participants as team members and individuals. There is also increased productivity and creativity. Another objective of team building is to achieve better operating policies and procedures thereby motivating team members to achieve goals. With team building, diverse co-workers work well together and there are higher levels of job satisfaction and commitment.

5. STAGES OF TEAM DEVELOPMENT

Basically team development involves five stages each with its own special challenges as propounded by Tuckman (1975) in a revision of the four stage model he first proposed in 1965.

- The first stage of team building is the **FORMING** which is the stage at which a group of people come together to accomplish a shared purpose.
- Second stage is the **STORMING** stage which involves disagreements about mission, vision, and approaches and team members getting to know each other. This stage can be characterized by strained relationships and conflicts.
- Second stage is followed third stage is the **NORMING** stage where the team has consciously or unconsciously formed working relationships that are enabling progress on the team's objectives.
- The fourth is the **PERFORMING** stage in which relationships, team processes,

and the team's effectiveness in working on its objectives are synching to bring about a successfully functioning team.

- The final stage is the **TRANSFORMING** stage where the team is performing so well that members believe it is the most successful team they have experienced; or the ending stage where the team has completed its mission or purpose and it is time for team members to pursue other goals or projects.

It must be noted however that not every team moves through these stages in the stated order. Again, various activities such as addition of new team members can send a team back to earlier stages. The experience of the members, the support the team receives and the knowledge and skills of the team members are factors that determine the length of time necessary for progressing through these stages.

6. BUILDING EFFECTIVE TEAMS : IT INCLUDES -

- Clarity of Expectations and Objectives
- Perspective
- Dedication
- Capability
- Contract
- Resources
- Power
- Cooperation
- Communication
- Creative Improvement
- Responsibility and Accountability
- Harmonization

ACTIVITY:2

All the teams were given with a long thread, pen and a white paper. All the members must hold the thread, tie it to the pen provided and write any English word on the white paper without holding the pen. All the team members must work collaboratively to write the word on the paper. This builds an effective team.

7. THE PROSPECTS OF TEAMWORK

Great teams make things happen more than anything else in organizations. Empowered teams get the best results. Empowering people has more to do with attitude and behaviour towards goals and targets.

8. IMPEDIMENTS AND CHALLENGES TO TEAMWORK

The impediment of teams is fundamentally, due to organizational changes and developmental processes. Teams are, therefore, susceptible to all the challenges that can occur during any organizational change process.

The implications and risks of organizing socially irresponsible team events and activities which affect performance, management distraction, and candidates retention; risks of litigation and bad publicity. A socially responsible team member should be able to demonstrate, how they have been duly careful and diligent in minimizing such risks when organizing any work events.

Finally, there are always going to be those resistant to the very idea of “team building” or others whose comfort zone is very small. This must be acknowledged and programmed very carefully.

ACTIVITY : 3

Task co-ordinator Ms.Rose Mary gave to lines to the students

“once upon a time their lived a King and a Queen . They had two Children and then something happened

In this context students of every team were asked to finish the incomplete Story

All the students actively participated in actively in completing the incomplete story. Some of teams ended the story with a sad ending and some of the teams gave a happy ending.

This game Storytelling can make or break any initiative. A poor storyteller can butcher even the best ideas, while a strong storyteller can present a daunting concept with care and compassion. The Power of Storytelling was implanted to **Build a Coalition of different Minds, Hearts and Hands. Shaping culture, catalyzing change and building coalitions of the willing to** share one thing in common , good storytelling creates a major impact on your team, your organization, and your entire efforts to come up with successful results .

ACTIVITY: 4

Finally for each team of students were given a bunch of newspapers and said to build a tower with those papers without using other materials. And the tower should last at least of 30 seconds when a phone or any heavy object is placed on it without falling down.

9. CONCLUSION

Implementing and supporting teams in an organization, needs considerable organizational change and consideration of many issues. The depth and scope of the changes implies that team building and implementation is a lengthy process presenting many challenges. Despite the challenges, effective teambuilding provides many benefits to organizations.

The session continued from 10:00 am to 4:00 pm with lunch break at 1:00 pm.

In this way student completed the TEAM WORK - TASK session with great knowledge. TASK coordinators Ms. A. Shailaja Assistant Professor and Ms P. Kavitha Baburao Assistant Professor , has taken efforts for the success of the program.







