

What is a TEAM?

**TEAM
TOGETHER
EVERYONE
ACHIEVES
MORE**



'Good Teams incorporate teamwork into their culture, creating the building blocks for success'. (Sundquist, 2014)

Definition of TEAM

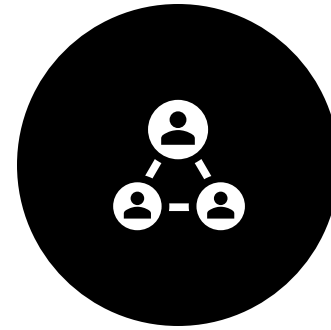
- According to **Kozlowski and Bell** (2003), a team is a group of people who perform company tasks, have shared goals, interact socially, manage and maintain boundaries and influence exchanging of ideas with others.
- The Team is explained as a , **bounded and stable set of individuals interdependent for a common purpose**, by **Wageman, Gardner and Mortensen** (2012),(p305).



Benefits of Team Working



Increase Productivity-the workload is divided equally among team members according to their skills and abilities.



It provides a Support Network-by seeking support and guidance in a team, the members will help and rely on each other.



It Encourages Innovation-members will tend to produce more quality, innovative and practical ideas and solutions



It Improves Morale-after reaching a goal, members will show appreciation for each other and gratitude raising the team's morale

Benefits of Team Working



It Allows Flexibility -it is flexibility in work schedules, they can plan personal obligations by meeting deadlines.



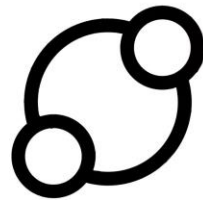
It Attracts Talent – company's culture emphasizes collaboration over competition, facilitating the employment and retention of top people.



It Establishes Strong Relationship-
a communication system allows members to build trust and form a strong bond as part of a comfortable/satisfying environment.



It Advances Individual's Career-
collaborative work allows employees to develop new skills and build their own Net work.



It Promotes Synergy –
the collective performance of a team can be superior to the sum of its individual performances, $1+1=3$.
(Romero L.E.,2015)

References:

- Kozlowski, S. W. J., & Bell, B. S. (2003). Work groups and teams in organizations. In W. Borman, D. Ilgen, & R. Klimoski (Eds.), *Comprehensive handbook of psychology*, Vol. 12: *Industrial and organizational psychology* (pp. 333– 375). New York, NY: Wiley.
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- Romero, L. E.(2015) 'The ultimate guide to the team synergy', *Forbes* [Online]. Available at: <https://www.forbes.com/sites/luisromero/2015/12/01/the-ultimate-guide-to-team-synergy/> (Accessed: 19 March 2022).
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