



We Care



Our People



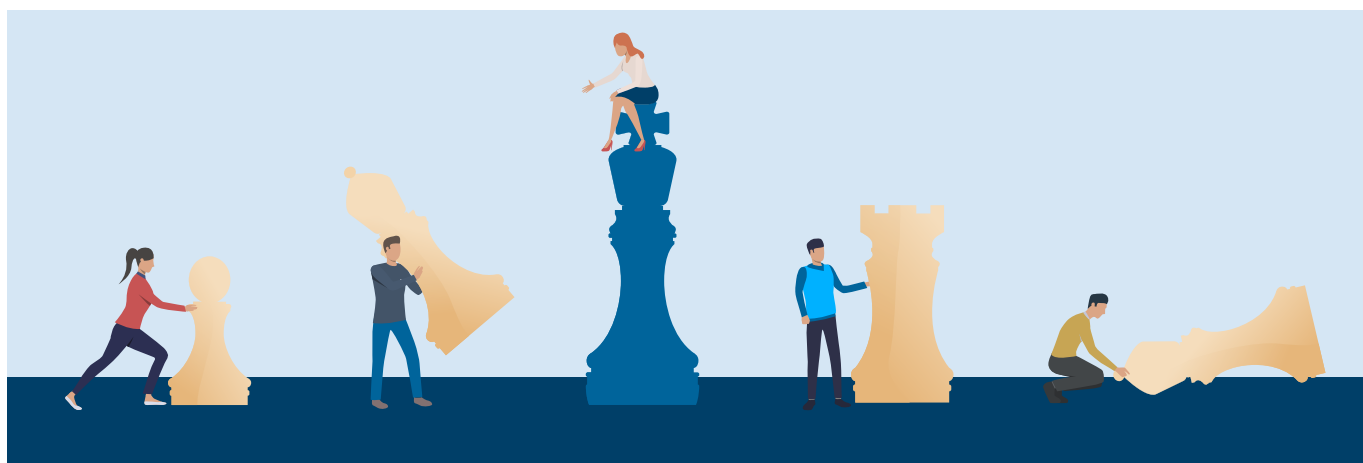
Team Work



Commitments



Self Improvements



Working as Teams to Compete

Working as teams have become more important than ever. The modern world has become so complex that it has become an impossibility for one individual to achieve anything significant working alone.

The domains of knowledge and its interlinkages has seen an exponential rise, that it is hard for one individual to know everything. Interdisciplinary, multiskilled teams has become important to make meaningful advances in modern age.

// There are three important considerations for working as team - Leadership, Ideation and Performance. //

A team can be defined as two or more people working towards a common goal. There are three important considerations for working as team - Leadership, Ideation and Performance; that can be explained briefly each of these as below.

The traditional concepts of leadership and authority is being challenged in modern times. More and more organizations of this age are moving away from the iron cage of bureaucracy and the rigidity of hierarchies. Increasing breadth of knowledge and the difficulty for one person to know everything, makes it difficult to follow a leader-followers structure of teams.

While knowledge has become complex, whatever can be known and understood is available for everyone equally, thanks to the information revolution we witnessed. All these leads to the option of shared leadership in teams, where all team members equally own the common goals and mission of the team and make autonomous decisions for the team.

One key objective for teams is to come up with break through ideas. Ideation thus is a key function of the team and to be effective team members, one should be skilled to ideate in multidisciplinary teams. The two critical skills here are knowing when to keep pushing your idea and knowing when to stop pushing your idea. Team members might not precisely understand the value of an idea in the first go.

At this stage it is necessary to argue and fight for your idea. However, if you find that only you are convinced about the idea and nobody else is, you should have the ability to kill your idea and not to escalate your commitment to the idea.

Finally, the collective performance of the team is most important expectation from a team. We cannot expect a team to be effective from the word go. There are three stages that a team needs to pass through before it starts performing.

First is a stage of **'forming'**, where the team is formed with individuals and common goal. The next stage is **'storming'** where we can expect conflicts and tensions between team members as individuals assume responsibilities. The third stage is **'norming'** as the unwritten rules and norms for the teams come into being. Only after these four stages a team can start performing.

Having a defined set of goals on team performance encourages a greater level of staff engagement. It motivates all employees to share objections rather than being focused on individualistic goals.

However, it is still crucial to recognize the contribution of the individual, especially in team environments. Similarly, any milestones that have been achieved should also be lauded.

Can't we have the best of both competition and collaboration?

We don't necessarily have to choose one approach over another. To get the best from each team, we should encourage both collaboration and competitions.

Engaged staff members help their company outperform the competition. One of the key things to concentrate on is that collaboration isn't about 'leveling the playing field.' It's far more about helping each person perform to their best level and achieve success for themselves and the organization.

// The collective performance of the team is most important expectation from a team. //

Competition can be about far more than just revenue. To get the best results, focus the team on the metrics or KPIs that lead to sales or closes. Despite what some people suggest, there is nothing wrong with competition.

However, it needs to be harnessed correctly to get the most from employees' ability. Healthy competition can lead to more excellent employee morale, more fun in the office, and a hunger to improve skills and ideas.

However, as projects become more complex and specialist, team collaboration increases in importance. This leads managers to rethink how they can make the most from their company resources and team ability. Team competition can provide a way to use the power of employees personal motivation for success across the organization.

To conclude, to win as a team, the teams should have strong goals, the right culture of leadership and should be given to go through the different stages leading to performance.



Sujith Sugathan
Supervisor - Equipment Control
- BSC