

A LEGO soccer scene featuring a Stormtrooper on the left and a player in a red jersey on the right. A soccer ball is on the ground between them. The background is a blurred crowd of other LEGO figures. Large red text '12' is in the top right, white text 'c's' is below it, and yellow text 'Team Building!!!' is at the bottom.

12

c's

Team Building!!!

Executives, managers and organization staff members universally explore ways to improve business results and profitability. If your team improvement efforts are not living up to your expectations, this self-diagnosing checklist may tell you why. Successful team building, that creates effective, focused work teams, requires attention to each of the following.



C # 1 : Clear Expectations

Has executive leadership clearly communicated its expectations for the team's performance and expected outcomes? Is the organization demonstrating constancy of purpose in supporting the team with resources of people, time and money? Does the work of the team receive sufficient emphasis as a priority in terms of the time, discussion, attention and interest directed its way by executive leaders?



C # 2 : Context

Do team members understand why they are participating on the team? Can team members define their team's importance to the accomplishment of corporate goals? Does the team understand where its work fits in the total context of the organization's goals, principles, vision and values?



C # 3 : Commitment

Are members committed to accomplishing the team mission and expected outcomes? Do team members perceive their service as valuable to the organization and to their own careers? Do team members anticipate recognition for their contributions? Do team members expect their skills to grow and develop on the team? Are team members excited and challenged by the team opportunity?



C # 4 : Competence

Does the team feel that it has the appropriate people participating? Does the team feel that its members have the knowledge, skill and capability to address the issues for which the team was formed? If not, does the team have access to the help it needs? Does the team feel it has the resources, strategies and support needed to accomplish its mission?



C # 5 : Charter

Has the team taken its assigned area of responsibility and designed its own mission, vision and strategies to accomplish the mission. Has the team defined and communicated its goals; its anticipated outcomes and contributions; its timelines; and how it will measure both the outcomes of its work and the process the team followed to accomplish their task?



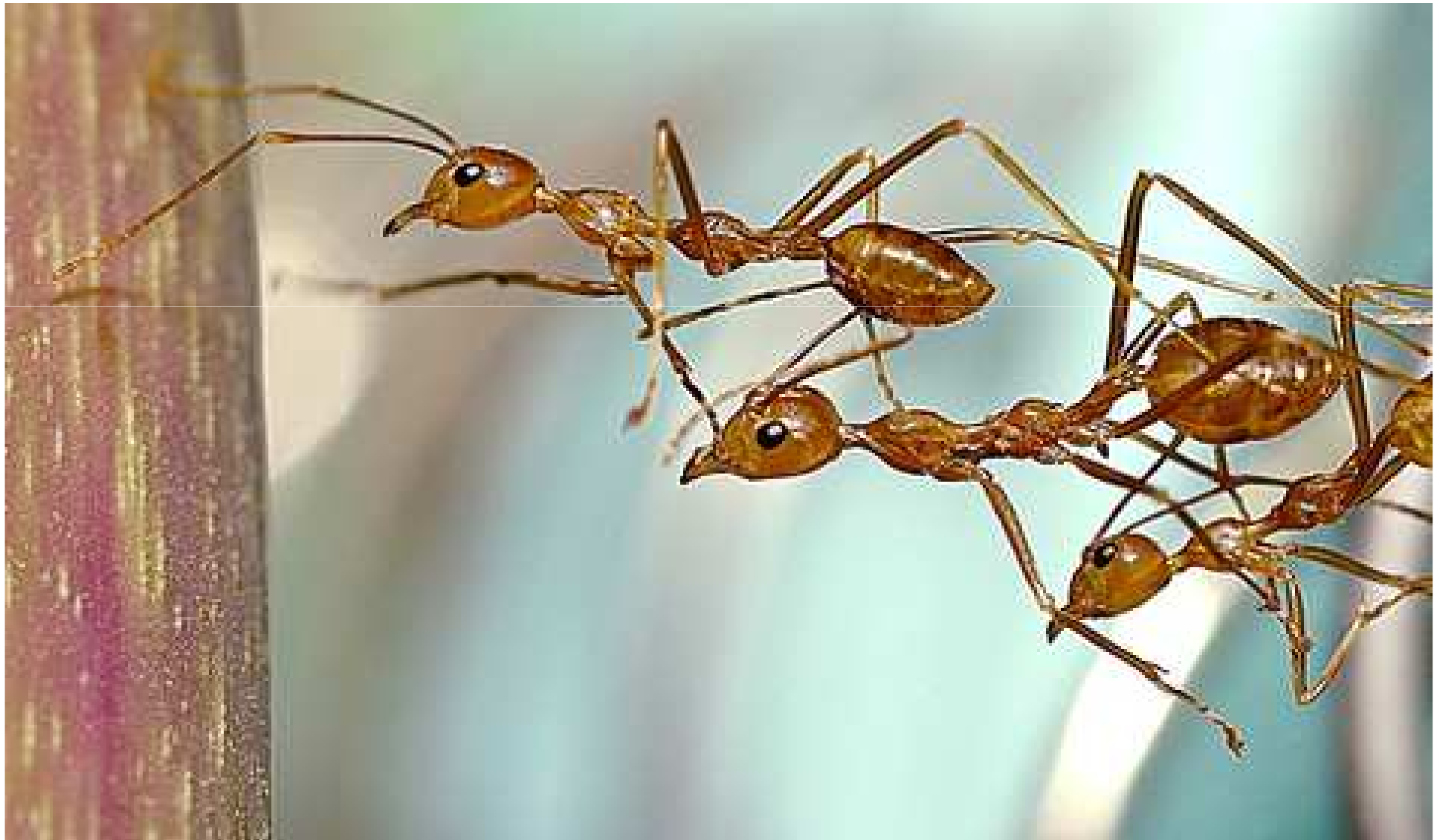
C # 6 : Control

Does the team have enough empowerment to feel the ownership necessary to accomplish its charter? Is there a defined review process so both the team and the organization are consistently aligned in direction and purpose? Do team members hold each other accountable for project timelines, commitments and results?



C # 7 : Collaboration

Do all team members understand the roles and responsibilities of team members? team leaders? team recorders? Can the team approach problem solving, process improvement, goal setting and measurement jointly? Do team members cooperate to accomplish the team charter? Is the team using an appropriate strategy to accomplish its action plan?



C # 8 : Communication

Is there an established method for the teams to give feedback and receive honest performance feedback? Does the organization provide important business information regularly? Do team members communicate clearly and honestly with each other? Do team members bring diverse opinions to the table? Are necessary conflicts raised and addressed?



C # 9 : Creative Innovation

Is the organization really interested in change? Does it value creative thinking, unique solutions, and new ideas? Does it reward people who take reasonable risks to make improvements? Or does it reward the people who fit in and maintain the status quo? Does it provide the training, education, access to books and films, and field trips necessary to stimulate new thinking?



C # 10 : Consequence

Are rewards and recognition supplied when teams are successful? Is reasonable risk respected and encouraged in the organization? Do team members spend their time finger pointing rather than resolving problems? Is the organization designing reward systems that recognize both team and individual performance? Can contributors see their impact on increased organization success?



C # 11 : Coordination

Are teams coordinated by a central leadership team that assists the groups to obtain what they need for success? Do teams understand the concept of the internal customer—the next process, anyone to whom they provide a product or a service? Is the organization developing a customer-focused process-focused orientation and moving away from traditional departmental thinking?



C # 12 : Cultural Change

Is the organization planning to or in the process of changing how it rewards, recognizes, appraises, hires, develops, plans with, motivates and manages the people it employs? Does the organization plan to use failures for learning and support reasonable risk? Does the organization recognize that the more it can change its climate to support teams, the more it will receive in pay back from the work of the teams?



Spend time and attention on each of these twelve tips to ensure your work teams contribute most effectively to your business success. Your team members will love you, your business will soar, and empowered people will "own" and be responsible for their work processes. Can your work life get any better than this?



**Teamwork divides the task
and multiplies the success.**



**Thank You Very Much
Sompong Yusoontorn**