



Teaming With Success

Workplace Team Building Skills

with Craig Harrison



ARE YOU READY TO FORM THE TEAM? JOIN THE TEAM? LEAD THE TEAM?

Join together with team leader CRAIG HARRISON to master **TEAMING WITH SUCCESS**. Understand how shared objectives can lead to shared success. Develop effective ways to form, motivate, lead and reward teams for maximum effect. Identify common obstacles to team building and how to overcome them.

In **TEAMING WITH SUCCESS** you experience what it's like to recruit and build a team, agree upon distinct roles, create a division of labor, resolve problems that arise and work toward achieving common goals.

While there may be no "I" in TEAM, there is individuality, an important component in every team. Individual differences and diversity are often a team's strength. Learn to leverage them.

Leadership can also be generated from all team members, not just the official leader. Learn how each member can lead by example.

Learning Objectives

- ▶ Goal Setting, Focus and Purpose
- ▶ Experience Team Dynamics Through Exercises
- ▶ Understanding Role Clarity & Clear Leadership
- ▶ Gaining Strength from Diversity
- ▶ Teamwork's Effect on Internal/External Service
- ▶ Ensuring Problems Strengthen the Team
- ▶ The Role of Recognition and Rewards

How The Presentation is Delivered

Definitions, stories, case studies, and fun group activities *using movement* all reinforce team concepts, allowing participants to walk the talk.

The End Result

Team building increases work group productivity, harmony and esprit de corps. Employees feel valued as team members, engendering loyalty.

About Your Presenter

CRAIG HARRISON has worked with Olympians, Hall of Famers and world class athletes, as well as high performing corporate leaders in the development of leadership and team building skills. The 2004-05 president of the Northern California chapter of the NATIONAL SPEAKERS ASSOCIATION, and a past president of sales and customer service associations, Craig draws on sports and traditional management techniques and group dynamics theory to help others achieve maximum productivity from their teams. After this training you and your group will be **TEAMING WITH SUCCESS!**

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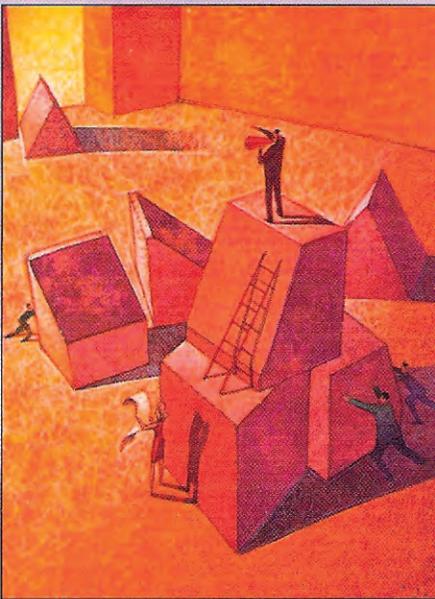
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IT TAKES A VILLAGE, Or At Least a Team.

by Craig Harrison



We're surrounded by examples of great, and not-so-great, teamwork. Recently I flew to Los Angeles, visited relatives, took in a parade with floats, bands and street performers, saw a football game and attended an opera. Countless teams made it all possible, whether on stage or back stage, seen or unseen. You too are a part of a variety of teams. How well you work together tells me how successful you are. Are you teaming with success?

True teamwork takes time and a willingness to contribute to the greater good of the team, as opposed to only looking out for number one. It begins with a desire to work on behalf of the group. Examine your motives. In successful teams, when the teams win their teammates too reap the rewards. Ineffective teams are often betrayed by

selfish team members whose individual goals supersede their team's goals.

Among the hallmarks of effective teams:

- A shared vision of the mission of the team and its goals
- Willingness to meld one's individual talents for the betterment of the team
- Clear communication in both directions between team leader and team members, and amongst members themselves
- Ample appreciation of individual differences within one's team
- Recognition and reward of team members for their efforts

I have chaired boards of directors, coached basketball teams domestically and internationally, and managed talented and not so talented groups within and beyond high-tech. I know from experience that lines of authority alone do not guarantee dedication, loyalty and a shared sense of team play. Similarly, I have been a member of functional and dysfunctional teams and have seen firsthand that talent alone doesn't guarantee success. Successful teams are about a coming together of talent, a melding of minds and mindsets, and an ability to focus on the big picture.

Team members seek the following:

- To be heard
- To feel important
- To be valued, appreciated and recognized
- An opportunity to express individuality

These can all occur on well-led teams, without sacrificing the team spirit. It's a mistake to believe that the best team

leaders treat everyone the same way. Realistically, not everyone wants nor needs to be treated the same way. Some team members are self-motivated. They are self-starters who want the keys to the car and then ask that you step away from the curb. Other team members want and need reassurance, support and a little hand-holding. Neither is right nor wrong. But each excels when treated the way they most want to be treated.

Team leaders should strive to achieve the following:

- A clear vision of the team's goals and objectives that they consistently articulate
- Appreciation of who each team member is and how to relate to them: personality, temperament, strengths and weaknesses and style
- Cohesion through regular communication
- Support for each team member
- Recognition for members' accomplishments and group milestones

Teamwork is developed over time. Day by day your team can strengthen itself through experience and the natural relationships that occur over time. With time and attention to these tips, soon your group will be teaming with success! ■

Craig Harrison helps professionals express their excellence through stellar sales and service training. Contact him at www.ExpressionsOfExcellence.com, excellence@craigsspeaks.com or call (888) 450-0664.

