

TEAMWORK:

ESSENTIAL FOR ORGANISATIONAL PERFORMANCE

PRESENTATION TO SECTOR COMMANDERS



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INTRODUCTION



TEAM

A team is a number of persons associated together in work or activity.

T → TOGETHER

E → EVERYONE

A → ACHIEVES

M → MORE

Team Work

COMING TOGETHER IS A BEGINNING, KEEPING
TOGETHER IS PROGRESS AND WORKING TOGETHER IS
SUCCESS

-HENRY FORD

Team Work

A powerful fuel that allows common people to attain uncommon results.

Members create an environment that allows everyone to go beyond their limitation.



Effective Teamwork What Is It?

- **A team is defined as a group (a collection of people) who interact to achieve a common goal, but an effective, well-functioning team is much more than this.**
- **Participants in an effective team care about the group's well-being. They skillfully combine appropriate individual talents with a positive team spirit to achieve results.**
- **Regardless of whether the program effort is that of an individual, several individuals or the entire county office unit, a climate of teamwork can exist.**

Why We Need Team Work



Teamwork.....Why?

- The multi-dimensional and thus multi-discipline nature of many problems requires a team approach. This approach encourages you as staff with complementary skills and competencies, to coordinate your efforts.
- By establishing priorities, concentrating financial resources, and combining knowledge and expertise, you can have greater impact on serious problems through your program efforts.
- Such efforts can serve to:
 - 1) lighten your work load,
 - 2) reduce duplication of efforts, and
 - 3) produce a result greater than all of your separate efforts.

Other Benefits of Team Work



Quick Solution

Improve productivity

**Distribution of Work
Load**

Diversity of Ideas

Better Decision

Motivation

Learning

What makes an Effective Team?

- **Good Communication & Social Skills**
- **Positive Interdependence:**
“We” instead of “me
- **Individual Accountability/
Personal Responsibility**
- **Group Processing**
- **Shared goals**
- **Processes for Conflict
Resolution**

**Work
effortlessly**

Trust

**Good
communication**

Supportive

Participation

Innovative

Motivation

Factors that promote good working relationships

- **Staff meetings-with agenda and sufficient time to discuss**
- **Job descriptions with annual review**
- **Knowledge of others' job descriptions and responsibilities**
- **Openness and willingness to communicate-listening**
- **Trust, Courtesy and Loyalty**
- **Respect for others in spite of professional differences**
- **Respect for professionalism regardless of person's sex, age, and race**
- **Recognizing talents of the others**
- **Giving credit**
- **Recognizing a job well done**
- **Understanding and supporting others' programs.**
- **Agreed upon priorities**
- **Circulation of pertinent information**
- **Willingness to talk over problems**
- **Adequate facilities and supplies**
- **Cooperation**
- **Sincere caring for others**
- **Constructive criticism**

Factors that hinder good working relationships

- **Lack of understanding of others' jobs and responsibilities**
- **Lack of concern about total staff efforts**
- **Disregard for feelings of others**
- **Unwillingness to compromise**
- **Poor communication**
- **Competition among staff for individual prestige and recognition**
- **Negative and destructive criticism**
- **Lack of leadership**
- **Over- sensitivity**
- **Disregard for talents of others**
- **No opportunities for staff meetings**
- **Gossip, rumors**
- **Putting off decision making**
- **Lack of trust**
- **Negative and sarcastic remarks**
- **Disloyalty to staff and organization**
- **No evaluation and/or feedback from supervisors**
- **Holding grudges**
- **Poor job attitudes**
- **Lack of confidence in fellow workers**
- **Prejudice, racism, sexism, tribalism**

Sadly...

- It has been observed that some Management team members have chosen to exhibit anti-team behaviours
- This has led to conflict, negative competition and strife within the work environment
- This will no longer be tolerated! Henceforth, any staff caught engaging in actions that undermine the effectiveness of the FRSC Team, will be dealt with decisively



Management Team Members are Encouraged to Imbibe Character Traits that can Contribute to the Success of the Team

- **What are these traits?**

Honesty/integrity

Initiative

Selflessness

Patience

Dependability

Resourcefulness

Enthusiasm

Punctuality

Responsibility

Tolerance/sensitivity

Cooperativeness

Perseverance

Team Leader Roles



Control

Inspire

Adjust

Update

Advice

Consult

In addition,

- **Set a positive examples of teamwork for your subordinates**
- **Identify and address any and all conflicts**
- **Increase employees' communication and interpersonal skills**



Remember the moral of the story

" It is good to be individually brilliant and to have core competencies, but unless you're able to work in a team and harness each other's core competencies, you will always perform below par because there will always be situations at which you will do poorly and someone else does well "



TEAMWORK!
WORKING TOGETHER GETS THE GOODS!

