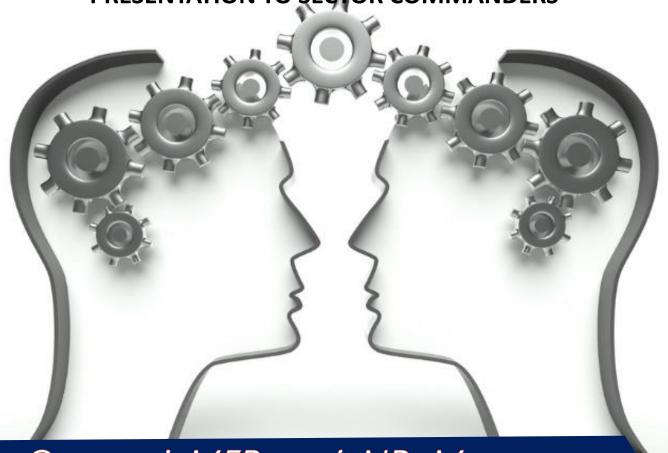
## TEAMWORK:

#### 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

 $M \longrightarrow MORE$ 

#### **Team Work**

# COMING TOGETHER IS & BEGINNING, KEEPING TOGETHER IS PROGRESS &ND 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



- 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

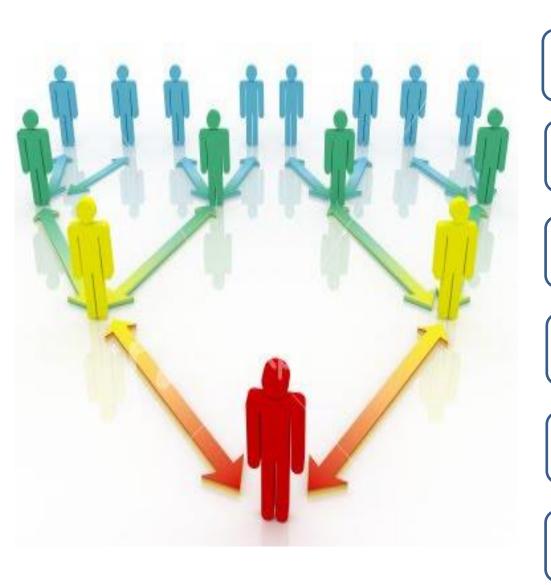
**Dependability** Resourcefulness

**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!

