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BUILDING A TEAM

Employees in every workplace talk about building the team and working as a team, but they may not understand how to create the experience of team work or how to develop an effective team.

Employees who identify themselves as team members feel part of something larger than themselves. For the employer this requires fostering an understanding and commitment to the company mission. In a team-oriented environment, everyone contributes to the overall success of the organization.

It means that despite having a specific job function and belonging to a specific department, we are all united in accomplishing the company's mission. The bigger picture drives our actions.



To make teamwork happen managers must identify as leaders.

- Leaders communicate the clear expectation that teamwork and collaboration are expected.
- Leaders model teamwork in their interaction with each other and the rest of the organization.
- Leaders talk about and identify the value of teamwork.
- Teamwork is rewarded and recognized.
- Important company stories that people discuss within the company emphasize teamwork.

- Performance evaluations place emphasis and value on teamwork.
- Teams are formed to solve real work issues.
- Hold department meetings to review projects and progress.
- Build fun and shared occasions into the organization's agenda.
- Use teamwork exercises at meetings.
- Celebrate team successes publicly.

Take care of the hard issues above and do the types of teamwork activities listed here. You'll be amazed at the progress you will make in creating a teamwork culture, a culture that enables individuals to contribute more than they ever thought possible together.

THE BENEFITS OF TEAMWORK

1. Fosters Creativity and Learning

Brainstorming ideas as a group prevents stale viewpoints that often come out of working solo. Combining unique perspectives from each team member creates more effective operational and selling solutions.

2. Blends Complementary Strengths

Working together lets employees build on the talents of their teammates. While your strength may be creative thinking, a coworker might shine in organization and planning. Do not hesitate to share your abilities with the team.

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3. Builds Trust

Relying on other people establishes relationships and builds trust. Despite occasional disagreements, an effective team enjoys working together and shares a strong bond. When employees have trust in coworkers they have the foundation of relationships that can endure minor conflicts.

4. Teaches Conflict Resolution Skills

Conflicts inevitably happen when you put together a group of unique people. Employees come from



varied backgrounds and have different work styles and habits. While these unique viewpoints create the most successful work, they can also generate conflict. When conflict arises in teamwork

situations, employees are more likely to resolve the conflicts before turning to management.

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5. Promotes a Wider Sense of Ownership

Team projects encourage employees to feel proud of their contributions. Tackling obstacles and creating achievements makes team members feel fulfilled. Working toward achieving company goals allows employees to feel connected to the company. This builds loyalty, leading to a higher level of job satisfaction and improved staff stability. Employees leaving their jobs often complain that their contributions do not seem to matter.

6. Encourages Healthy Risk-Taking

An employee working on a project alone will probably not want to stick their neck out for a non traditional approach.

Excerpts from David Sandler, Sandler Training

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