

Importance of Team building in Organization

June 02, 2021

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Team building means making employees work together. Also, it allows all the individuals to work in same direction. Team-building events can help employees better understand one another. It can encourage learning opportunities among employees. It will allow to gain knowledge more effectively at working together. Employees feel more comfortable to express their concerns and needs. Team building support a strong organization culture. Thus, the

combine efforts of a number of individuals in unidirectional increases productivity. It may shorten the time frame to accomplished the work.

Fundamentals of Team building in Organization:

- ❑ **Common Purpose** - It is important that a team is working together toward the same goal, understands that goal and makes sure that is it is challenging, clear and far-reaching.
- ❑ **A Common Approach** - In this case the employees need to care about the same things and follow the same guiding principles.
- ❑ **Complementary Abilities**- A team of people whose behaviors fits together works more effectively than those who try to stand on their own.
- ❑ **Mutual Accountability** - It is a process by which two (or multiple) partners agree to be held responsible for the commitments that they have voluntarily made to each other. It will create clear roles and responsibilities and commitment among the employees.

- ❑ **Enabling Structure** - The prototype for an enabling organization structure is a hierarchy that helps rather than hinders and a system of rules and regulations that guides problem solving rather than punishes failure.

 - ❑ **Inspiring Leader** - Inspirational leaders are value-driven leading from a deep sense of purpose and responsibility to create positive change. They have a clear understanding of what their values are and don't cave under pressure in situations where they'd need to sacrifice their values to achieve a result.
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