

Teamwork is what makes a team work! Part Three/Last



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Certainly, Teamwork continues to be an important issue in almost every organization. It is undeniable, in today's modern corporate world, and this competitive economy, that developing an effective team in the workplace is imperative in order to survive.

However, teams in organizations may succeed or fail in achieving the desired goal or objective and even to work together closely and correctly in order to obtain an effective teamwork. A team that possesses the spirit of teamwork is not only a group of people who are associated together and see each other regularly or occasionally. Teamwork is a process that must be formed correctly, monitored, and improved continuously, otherwise, and in most cases, the team will fail. Besides, the team members must possess and have the character traits of effective teams, then and only then, the team will succeed.

The members of an effective team should possess, adhere to, and abide by certain traits.

They should possess the necessary knowledge and skills required in order to accomplish the task or tasks, and search for excellence that would make them achieve outstanding results.

They are inspired by a clear vision that is understood and accepted by all of them, and they all agree, with persistence and perseverance, to achieve that vision regardless of circumstances, setbacks, and obstacles.

They are democratic, welcome suggestions, and display openness in all matters with open hearts and rationality.

They are honest with each other, trust each other, understand, respect, accept the rules and responsibilities, and they are accountable. They are responsible for their own work and the work of the team, and do not blame each other when they face difficulties or when there are mistakes. They, as Doug Smith said, share the burden, and divide the grief.

They are unselfish; on the contrary, they believe that there is no 'I' in 'teamwork', they are willing to put the team's interests above their own, and deeply believe that teamwork is the art of 'we' not 'me'.

They are cooperative and believe that cooperation is imperative to achieve their goal, and that the performance of each individual depends to some extent on the work of the other team members. In addition, they believe and practice the Japanese proverb that says, "A single arrow is easily broken, but not ten in a bundle".

They are enthusiastic, always ready to help other team members, and have the initiative to do what needs to be done without waiting to be told.

They are punctual and always on time; because they believe that time is a unique and irredeemable resource, and being on time is respecting the valuable time of others.

They are tolerant, patient, and sensitive towards other team members regarding their race, gender, religion, culture, age, politics, and other aspects. An unknown author once said, "We are most effective as a team when we complement each other without embarrassment and disagree without fear".

Organizations, societies, and countries are built on people. Therefore, people are the most important asset to any organization, and it is imperative for any organization to have teams with high spirit of teamwork that makes a remarkable difference in results.

The team members must possess and practice the aforementioned characteristics, in addition to the two previous articles, for the team and the organization's success of any kind.

Henry Ford, the prominent American industrialist, the supporter of workers' welfare and pacifism, and the founder of the Ford Motor Company, said, "Coming together is a beginning, keeping together is a progress, and working together is success".