

Your name: _____

Date: _____

Team Building & Communication (P's & A's)

“Talent wins games, but teamwork and intelligence wins championships.” —Michael Jordan



The Power of Team Work

When you see geese flying along in a “V” formation, you might consider what science has discovered as to why they fly that way. As each bird flaps its wings, it creates an uplift for the bird immediately following. By flying in a “V” formation, the whole flock adds at least 71 percent greater flying range than if each bird flew on its own. People who share a common direction and sense of community can get where they are going more quickly because they are traveling on the thrust of one another.

When a goose falls out of formation, it suddenly feels the drag and resistance of trying to it alone – and quickly gets back into formation to take advantage of the lifting power of the bird in front. If we have as much sense as a goose, we will stay in formation with those people who are headed in the same way we are.

When the head goose gets tired, it rotates back in the wing and another goose flies point. It is sensible to take turns doing demanding jobs, whether with people or with geese flying south. Geese honk from behind to encourage those up front to keep up their speed.

What messages do we give when we honk from behind? Finally – and this is important – when a goose gets sick or is wounded, and falls out of formation, two other geese fall out with that goose and follow it down to lend help and protection. They stay with the fallen goose until it is able to fly or until it dies, and only then do they launch out on their own, or with another formation to catch up with their group.

If we have the sense of a goose, we will stand by each other like that.



What is a team?—A group of people working towards a common goal, through interdependency and goal commonality.

What is team cohesion?—A group’s tendency to stick together and remain united in the pursuit of its goals and objectives, through attraction, commitment, & involvement.

The Linear Perspective of Team Building

Teams grow in cohesiveness as they progress through 4 stages of development:

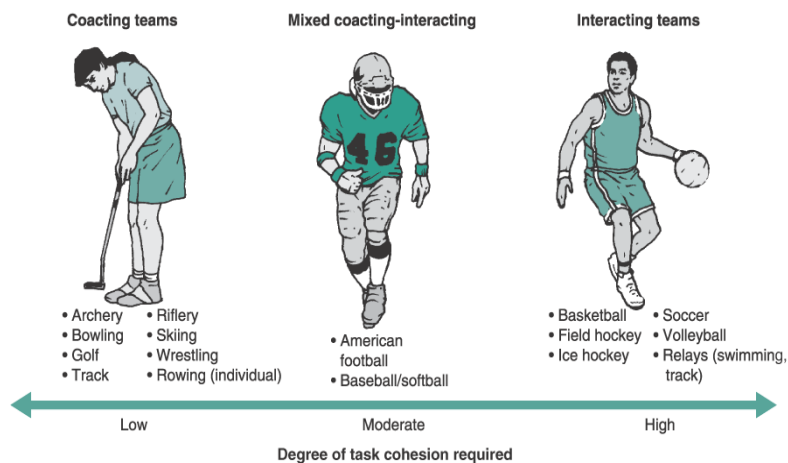
Forming—Familiarization, formation of interpersonal relationships, development of team structure.

Storming—Rebellion, resistance to the leader and to control by the group, interpersonal conflict.

Norming—Development of solidarity and cooperation, stabilization of team roles, effort to achieve economy of effort and effectiveness.

Performing—Channeling of energies for team success.

The key to being successful as a team is constant communication. When teams communicate, they are in tune with each other and can adjust their opinions, behaviors, or performance accordingly instead of leaving it to guess work, tensions, and bad performances due to bad communication.



Wonderword

L T E X G X C D Y E Q S G G B
 C Z R T E N O O R Q T U N N U
 C T E W A D I U M O S Q I I I
 V O J V A C T M R M S B M W L
 H J H O Y C I M R P O U R O D
 O P X E U L I N I O G N O R I
 F J F R S N P S U O N D F G N
 I C T Z G I T E A M W O R K G
 H S H Q P Y O L A P M O E Z M
 S U C C E S S N M H U O P G W
 E C N E G I L L E T N I C E D
 N O Z N G W R S S E J R O D T
 Y U P Y R O J P G A U G N B Z
 G N I M R O F I U M Z E Y T B
 H U N B S N M T W J I H I C C

BUILDING COHESION COMMON COMMUNICATE FORMING GOAL GROWING INTELLIGENCE
 NORMING PERFORMING STORMING STRUCTURE SUCCESS TEAM TEAMWORK