



The Power of **TEAMWORK**

African Methodist Episcopal Church
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State Lay Convention**

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WHAT IS TEAMWORK?

Teamwork is . . .

- ▶ the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way.



ABOUT TEAMWORK

- Teamwork is an essential part of organizational success
- Teamwork involves building relationships and working with other people
- Teamwork requires the use of a number of personal skills and habits.



Teamwork Skills and Habits

- ▶ Working cooperatively with others
- ▶ Contributing ideas, suggestions, and effort
- ▶ Communication (both giving and receiving)
- ▶ Accountability
- ▶ Healthy respect for different opinions, customs, and individual preferences
- ▶ Participating in group decision-making



A Basic Truth About Teams:

Good (*successful*) teams . . .
are made up of
“Good Team Members.”



A Good Team Member

Part of being a good team member is learning:

- ▶ how to understand your personal strengths (what you have to offer)

AND

- ▶ where you might need to draw assistance from others.



Personal Inventory of Teamwork Skills



Your Inventory of Teamwork Skills Results

“Mostly Not So Confident”

- ▶ These are areas where you are still developing your confidence as a team player.
- ▶ These skills often take some time to develop - so don't worry. It might be helpful to reach out to someone you know and trust to help you focus on developing a plan for working on some of the skills in which you would like to be more confident.
- ▶ Don't be afraid to ask for help. Asking for help when you need it is another great skill of a productive team player.



Your Inventory of Teamwork Skills Results

“Mostly Sort of Confident”

- ▶ You are pretty confident in your teamwork skills - but could probably use a little extra support or development in a few areas.
- ▶ Invite someone close to you (someone you know and trust), to work with you on the areas you would like to improve. Most people would be really happy to help you!
- ▶ Learning the strategies to become a good team member takes time, energy, and dedication.



Your Inventory of Teamwork Skills Results

“Mostly Really Confident”

- ▶ You are truly confident in your ability to be a good team player. That’s great!
- ▶ Consider an area or two where you would like to continue to see improvement (since we should always be striving to be the best we can be) and develop a plan for how to further grow those skills. Also try to offer support to



Personal Improvement Plan

Based on your assessment of your teamwork skills confidence levels, complete the following. Consider sharing with other team members.

- ▶ I am most proud of my ability to:
- ▶ I want to improve my ability to:
- ▶ I will reach out to some of these people for guidance.



**Questions?
Comments?
Discussion?**



Teamwork and Personalities



Basic Truths About Personalities:

- Personality makes us who we are. It influences nearly every aspect of our lives including what we choose to do for a living, how we interact with our families, and our choices of friends and romantic partners.
- Do you think that personality can change over time, or is your basic temperament set in stone?



Your personality is not likely to change throughout life

- ▶ According to researcher Paul T. Costa Jr., there is no evidence our overall personalities change as we grow older.
 - ▶ "What changes as you go through life are your roles and the issues that matter most to you."
 - ▶ People may think their personality has changed as they age, but it is their habits that change, their vigor and health, their responsibilities and circumstances—not their basic personality . . ."
 - ▶ You are basically the same person (*personality*) regardless of your surroundings or assigned role.



What Personality (*Shape*) are you?

- It takes all different types of team members to make a team effective; it takes all kinds of personalities too.
- In the following exercise, we will discuss five personality types in teams. Each one has been assigned a shape.
- Listen carefully to determine which one best describes you.



IDENTIFY YOUR TEAMWORK PERSONALITY SHAPE



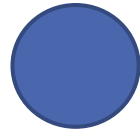
SQUARE



RECTANGLE



TRIANGLE



CIRCLE



SQUIGGLE



Questions?
Comments?
Discussion?



High Performing Teams



Successful Teams

- ▶ Successful teams are referred to as “High Performing Teams”.
- ▶ It is no accident that certain teams achieve success. It takes structure and hard work.
- ▶ Here are some attributes of high performing teams:



Attributes of High Performing Teams

1. Define and create interdependence.
2. Establish goals.
3. Determine how decisions will be made.
4. Provide clear and constant feedback.



Attributes of High Performing Teams

5. Keep team membership stable.
6. Learn how to identify and attract talent.
7. Don't lose sight of the team goal.
8. Beware of **“power struggles”**.



“Power is my mistress. I have worked too hard at her conquest to allow anyone to take her away from me.”

Napoleon Bonaparte, 1804



Evidence of Power Struggles within the Team

- ▶ Behind-the-scenes collusion, purposely withholding information from each other or gossiping about one another.
- ▶ Manipulating or undermining team process by explicitly ignoring requests or input from others during discussions.
- ▶ Taking credit for another member's ideas or blaming one another for misinformation.



STEPS TO DIFFUSE POWER STRUGGLES IN TEAMS

1. Clarify team purpose and team member roles.
2. Employ strategies to ensure inclusion of all input and shared decision making.
3. Insist on a culture of respect at all times.



Conclusion

- ▶ Teamwork is an essential part of organizational success that involves collaboration and working with others.
- ▶ Successful teams are made up of good team members who understand their personal strengths (what they have to offer) and where they should draw assistance from others
- ▶ Personalities impact how we interact with others in teams.
- ▶ To be a high performing team, we must employ good team processes and behaviors and beware of power struggles.



Conclusion

- ▶ Like a basketball team working together to set up the perfect shot, every team member has a specific role to play in accomplishing tasks.
- ▶ Although it may seem as if one player scored the basket, that basket was made possible by many people's planning, coordination, and cooperation to get that player the ball.
- ▶ Not every player on the team can or will be the one who gets the ball but when everyone works together to accomplish goals, everyone achieves more.



Another Way to Spell Teamwork

TOGETHER

EVERYONE

ACHIEVES

MORE

