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# Real Team Building

When you hear the word "team building", the first thing that may come to mind are things like ropes courses, weekend seminars, or build a different kind of leisure activity that is intended for the camaraderie between group and help them work better together. In my many years of experience in business and consulting, I've never seen that kind of activity to a dysfunctional group of people and make them a powerful team. Companies waste thousands of dollars annually for these activities without any real consideration of the investment. The reasons that most of these programs is essential to achieve results that are primarily focused on building relationships among team members. Although the relationship may affect the functionality of a team, often the source of the inefficiency of the team due to another factor. One of the likely causes of poor performance of the team is lack of clarity of purpose within the team. To illustrate this, I join a group of strangers in a garage, they have a very specific task, and then will complete the task with enthusiasm and energy, especially if the task involves competition with another team. The group works well together, because there is a clear and common goal, and are competing priorities at the moment distracted from the task. If [Order Generic Cialis Online without Prescription](#) a team is not effective, the most likely cause is clear, the goals and priorities. When working with a management team, one of the first things I did not ask each of them independently write the organization of five goals, then compare different lists. This is a real exercise to open the eyes of most management teams, because usually there are many differences between the lists. Until there is agreement and buy into the objectives of the company at the top level, it is unrealistic to expect a high level of teamwork across the organization. Without a goal, clarity, unsuccessful efforts to improve teamwork, focusing on relations with the will. May, in fact, the clarity of the purpose of creating discord and tension in the relations within a group, usually very smooth. To define the objectives, what the team needs to achieve. When a team to agree on the objectives, then most of the discussion should be on your way to concentrate on achieving the targets. Healthy conflict within the team is required to achieve the best solutions and actions. I find that if the objective is clear and agreed by the team, then usually come in the best way to deal with them. Clarity of purpose and commitment can not be won by a team of artificial building exercise can be achieved. Business that should be through honest and open debate on important issues will be undertaken. Often, a moderator or facilitator will be used to keep the group of runners and an unbiased perspective, outside of offering things. An experienced moderator will adapt to group dynamics and ensure that real problems have arisen and it is.

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