

# What makes teams click!

-Yamini

What makes Australia a winning team always and what makes others look so erratic? Is there really a dearth of talent in other cricketing teams of the world – most cricket lovers will surely disagree to this.

The world record for 4x100 metre relay is 37.40 (by USA unbeaten since 1992) while that for the fastest 100 m is 9.77. This means if the fastest man was running 400 metres at his best speed the best team would still beat him hollow by a 1.68 gap. How do think this has been possible considering that not even the fastest men were running it!!!

There are just some examples of what teams can achieve, and there are numerous such examples. Corporates have woken up to the power of teamwork but are they getting it right –

There is just one difference between teams that click and teams that don't and that difference is 'SPIRIT'. Spirit is just a six letter word but it has a lot of depth and meaning

- Spirit means 'one for all' and 'all for one'
- Spirit means filling the gaps of others
- Spirit means combining of strengths and pooling of resources
- Spirit means there is no 'I' for the time being because 'I' has enlarged and become 'Us'
- Spirit means positive energy that carries 'Us' forward
- Spirit means 'Together We can do anything'
- Spirit means 'Fire and a winning attitude'
- Spirit means we know that 'We have it in us'
- Spirit means even if we lose we will bounce back with greater force

That was easy! What is difficult is to form this kind of teams.

It's not the best spices that result in the best dish – it's the right mix. The most wonderful thing about teams is that it can hide individual weaknesses – in fact what is the weakness of one can be the strength of the team through some other member and hereby become a

---

*innovate* *create* *improve*

strength now. Look at it this way – every member has now not just his own strength and talent but the collective skills of his entire team to utilize – how greatly does that enhance the prospects of the team

It is the impatience of mankind that ignores quality and chases quantity. The current system prevalent is, form a cross functional team – keep them motivated, boost their morale, give them a task, get the task done - dismantle the team – form a new team - repeat cycle..... Ages after the Hawthorne studies we still choose to ignore that its humans we are talking about not Robots!

Teamwork means unleashing of emotional energy to do the task. This energy called 'SYNERGY' keeps them engaged. It makes them hold dear their collective achievement and enjoy the success together.

Here are a few things organisations can do for teambuilding

- Do some homework before forming teams and study your informal structures if you're doing it for important tasks, and quality work is required
- See the personality traits along with the skills to form a congenial team. Don't team people thoughtlessly
- Don't fit in clashing personalities
- Choose the right people – they will do the rest
- Facilitate their few initial meetings and show them the worthiness of their goal and why they have been chosen
- Throw the challenge
- Incentives to the whole team
- In a low phase boost the morale by simple but strong statements
- Nobody is the star OR Everybody is a star
- Credit to all for success
- Facilitate the celebrations
- Don't dismantle teams – revive them after periods of rest and remind of past good work

The future belongs to organisations that can cultivate the right environment and build the right culture.