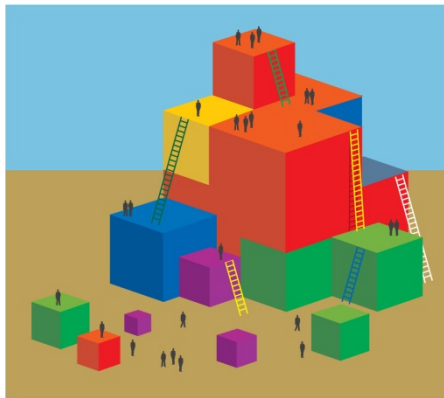


*The greater the loyalty of a group toward the group, the greater is the motivation among the members to achieve the goals of the group, and the greater the probability that the group will achieve its goals.*

***Rensis Likert***

## **Module Eight: Team Building Activities**



Teambuilding is an organized effort to improve team effectiveness. All members of the team must be committed to the idea in order for the effort to be effective. Teambuilding can be indicated for any team or for a work team that is considered to be "in trouble". Teambuilding implies hard work that continues on after the initial training session.

### **The Benefits and Disadvantages**

#### **The Benefits:**

- Teambuilding improves productivity and motivation.
- Teams will gain and increase ability to solve problems.
- Teambuilding helps break down personal and political barriers and allows for rapport building.
- The process can help level the playing field between outgoing and shy team members.
- Participating in teambuilding can help teams overcome performance problems.



#### **The Disadvantages:**

- Teambuilding requires expert facilitation in order to be successful. Not every team leader has innate facilitation skills.

- Activities can be time-consuming for teams with a short-term charter. And if team members are part-time, they may have conflicting feelings about the time the teambuilding takes.
- If several levels of management are on the team, those members may be reluctant to open up.
- Conducting teambuilding activities electronically or by conference cannot be as effective face-to-face sessions.
- Some teambuilding exercises involve touching or physical movement, which can make some people uncomfortable.

## **Team-Building Activities That Won't Make People Cringe**



There are many choices of activities and techniques to foster team building. Which you choose depends upon your assessment of the team, the skill sets of the members, the amount of available time, geographical considerations or constraints, and the team's objectives.

## **Choosing a Location for Team-Building**



A teambuilding session can be intense, and often involves games or other physical exercises. It's important, therefore to select the location carefully to promote the best possible learning outcome. Regardless of whether you hold your teambuilding session on or off site, there are some important considerations to explore.