



BOTILMS

Introduction

Teams are an integral part of any business. The key to successful team building is addressing the importance of chemistry between team members. It is not enough to have a group of people work on a project; people have to connect and balance each other's strengths. By focusing on the group's chemistry as you build the team, you will increase the chance of avoiding pitfalls and will develop a sense of unity among your coworkers.

This eLearning course is designed to give you increased knowledge and insight into the theory of teams and the importance of teams in workplace activities. You will learn how to build teams effectively while promoting, evaluating and improving team effectiveness.

Click on the first lesson below—or the “*Start eLearning*” button above—when you’re ready to begin.



Why It Matters: Groups, Teams and Teamwork



Introduction: Completed

Why It Matters: Groups, Teams and Teamwork



Why does a manager need to understand groups, teams, and teamwork?

Lisa is a project manager with IT Solutions, and she was recently given an assignment to deliver a new customer relationship management database for the organisation's largest client. When Lisa met with her boss, she received information about the members of her team. Here are the notes she took on each person's background:

- **Antonio:** Ten years of experience with various types of projects; expertise in budgets and scheduling.
- **Sharnita:** Five years of experience as a programmer; limited exposure to this type of project.
- **Tim:** Seven years of experience; excellent problem-solving skills.
- **Tobin:** Two years of experience; no exposure to this type of project.
- **Wendy:** Eight years of experience; strong programming and project management experience; significant exposure to these types of projects.



How does a manager get a group of individuals to function as a team?

As Lisa reviews the specifics of the project, she realizes she has a lot to accomplish, and the deadlines are really tight. As mentioned earlier, this is IT Solutions' largest client, so it is vital that the team be successful. To do this, its members will need to function well together—and work quickly.

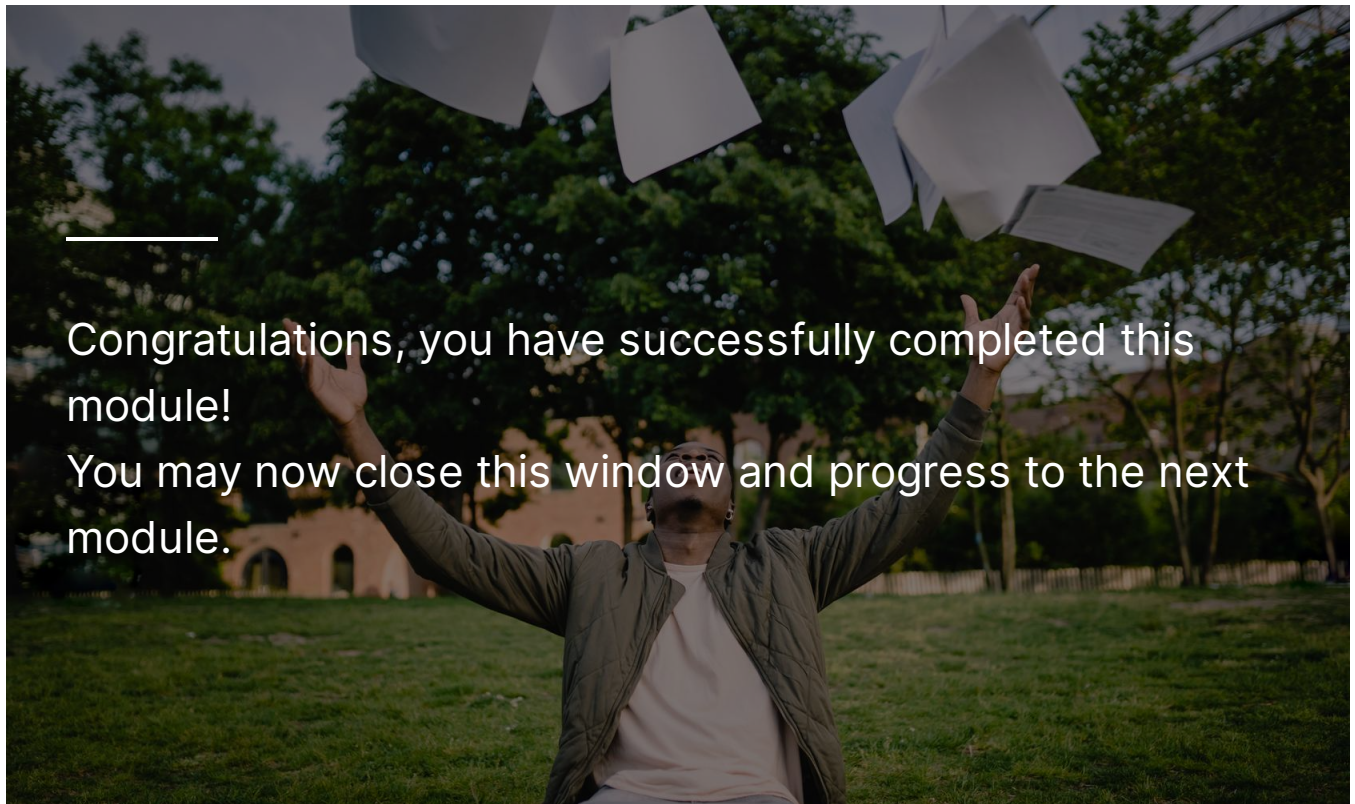
Unfortunately, this is a team that is being brought together specifically for this project. Lisa has worked with Sharnita and Tim briefly on a couple of earlier projects. Tim has worked with Tobin in the past, but otherwise, this is a brand new team.

How would you start building a team from this group of individuals? What problems do you think you might have along the way, and how will you deal with them? Managers need to understand the nature of teams and how to build them effectively. In this

course, you will learn why teams are important, how to develop effective teams, and how to deal with common conflicts that might arise.

CONTINUE

Introduction: Completed



Congratulations, you have successfully completed this module!

You may now close this window and progress to the next module.