



Successful esprit-de-corps teamwork

TTEAM SPIRIT is what gives so many companies the edge over their competitors. Whatever name, definition, or calling; a team cannot be of any value other than 'together everyone achieves more'. It will be difficult to imagine how gigantic tasks can be achieved if only one or two individuals are geared to achieve them. A team is where a group of individuals gather together to commit themselves to achieve or fulfill certain set performances so as to get their goals, targets, objectives, deliverables or undertakings fulfilled and accomplished.

Small and big companies harness the power of the team to accomplish their performances. Needless to say, this coming together of individuals to deliver common goals and

objectives is a very powerful tool for organisational or corporate accomplishments.

The wellness of a team

A team can only be as powerful a force as it can be when it is well and sound. How is a team's health assessed or measured? It is a healthy team when every member gels together. The members care about the big picture which can be the corporate objectives of their organisation. They put aside their micro or personal differences in the interest of the macro deliverables to be fulfilled.

The team-leader must also be a man of substance over and above the rest of the team-members. How can that happen? When he is:

- able to take initiatives and possess the good attributes of personal governances of being fair to all his team-members,
- responsible for the deeds he enact on his own and accountable for his members' negative deeds or weakness but share the success and glories of his members.
- open to criticism by and ideas from his members and transparent to his members in his acts and judgement.
- honest in all his dealings and keep his head high by being integral to protect his company's image and aspirations.
- To evolve a good team, the leader should train and guide his members all the time.

Objectives and goals

Success is only possible when the goals and objectives of organisations are complete and delivered. But for that to happen each team's objectives and goals have to be achieved. This is accomplished when each team has completed their key result areas (KRAs) and fulfilled all their key performance indicators (KPIs). Thus the synergy here is to manage the symbiotic link or chain between teams' KRAs/KPIs and

the organisations broad objectives. One cannot be possible without the success of the other. If teams have no KRAs/KPIs, chances are the organisation will also have no goals and targets and no one will know if it is a successful or failed, since there is no yardstick to evaluate its success by.

Individual KRAs and KPIs

The common thing people do to manage their organisations successfully is to evolve their corporate, or operational cultures, and to single out their various missions driven by their visions created prior to coming up with their mission statements. People know it is via their organisational mission statements that they will be able to achieve their organisational visions. Most of the time these mission statements are what a lay man like to describe as organisational strategies.

Picture of success

For an organisation to be successful, ask how can various teams play their individual roles to contribute to this success? The obvious thing to do is to accomplish their specific team-tasks. Achieving these will breed or

exude the complete picture of success that organisation can be proud of.

Strength of a team

When one link joins with another link, a chain is created. More links will make the chain longer and stronger. The strength of any team rests on the weakness of its weakest member. This is what many failed to understand in the real world, preferring to believe that a team's strength lies in some or all its strongest members. Learning from this chain-analogy, it is important to note that a team can be influenced or manipulated by one or two of weak, member who needs to be managed and scrutinised to bring them at par with the rest.

Pivotal focus

If results and success are to be expected, and organisations must meet their goals and objectives via teamwork and esprit-de-corps, then more focus and evaluation must be put on weak members to help them shape up.

Teamwork or esprit-de-corps are powerful tools or enabler to get organisations achieve "big things" insurmountable via individual alone.