

TEAMWORK:

ESSENTIALS FOR ORGANISATIONAL PERFORMANCE



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INTRODUCTION



FRSC WAS FOUNDED ON TEAM SPIRIT

Recent events have however called to question the attitude of some members of Management who are gradually sliding to individualism

THE TEAM REQUIRES EVERY INDIVIDUAL

**Remember , there would first be individuals
who work together to form a TEAM**

**“Getting good players is easy
Getting them to play
together is the hard part”**

**- CASEY STENGEL, American Major
League Baseball outfielder and Manager**

TEAM WORK

COMING TOGETHER IS A BEGINNING, KEEPING
TOGETHER IS PROGRESS AND WORKING TOGETHER IS
SUCCESS

-HENRY FORD

TEAM WORK II

TEAMWORK: SIMPLY STATED, IT IS LESS
ME AND MORE WE.

TEAM WORK III

A powerful fuel that allows common people to attain uncommon results

Members create an environment that allows everyone to go beyond their limitation



THE TEAM

**A team is a number
of persons associated
together in work or
activity**

T → TOGETHER

E → EVERYONE

A → ACHIEVES

M → MORE

EFFECTIVE TEAMWORK

WHAT IS IT?

- A team is defined as a group (a collection of people) who interact to achieve a common goal, but an effective, well-functioning team is much more than this
- Participants in an effective team care about the group's well-being. **They skillfully combine appropriate individual talents with a positive team spirit to achieve results**
- Regardless of whether the program effort is that of an individual, several individuals or the entire Corps, a climate of teamwork should exist

WHY WE NEED TEAM WORK



No one person can effectively lift the obstacle

TEAMWORK.....WHY?

- The multi-dimensional nature of modern road safety management requires a team approach. This approach encourages staff with complementary skills and competencies, to coordinate individual efforts
- By establishing priorities, concentrating financial resources, and combining knowledge and expertise, we can have greater impact on serious challenges through all FRSC's programs and initiatives
- Such efforts can serve to:
 - 1) lighten the entire work load,
 - 2) reduce duplication of efforts, and
 - 3) produce a result greater than all of our separate efforts

OTHER BENEFITS OF TEAM WORK



Quick Solution

Improve productivity

**Distribution of Work
Load**

Diversity of Ideas

Better Decision

Motivation

Learning

WHAT MAKES AN EFFECTIVE TEAM?

- **Good Communication & Social Skills**
- **Positive Interdependence: “We” instead of “me”**
- **Individual Accountability/ Personal Responsibility**
- **Group Processing**
- **Shared goals**
- **Processes for Conflict Resolution**

**Work
effortlessly**

Trust

**Good
communication**

Supportive

Participation

Innovative

Motivation

FACTORS THAT PROMOTE GOOD WORKING RELATIONSHIPS

- **Staff meetings-with agenda and sufficient time to discuss**
- **Job descriptions with annual review**
- **Knowledge of others' job descriptions and responsibilities**
- **Openness and willingness to communicate-listening**
- **Trust, Courtesy and Loyalty**
- **Respect for others in spite of professional differences**
- **Respect for professionalism regardless of person's sex, age, and rank**
- **Recognizing talents of the others**
- **Giving credit**
- **Recognizing a job well done**
- **Understanding and supporting others' programs**
- **Agreeing to common strategic goals**
- **Circulation of pertinent information**
- **Willingness to talk over problems**
- **Prudent use of facilities and supplies**
- **Cooperation**
- **Sincere care for others**
- **Constructive criticism**

FACTORS THAT HINDER GOOD WORKING RELATIONSHIPS II

- **Lack of understanding of others' jobs and responsibilities**
- **Lack of concern about total staff efforts**
- **Disregard for feelings of others**
- **Unwillingness to compromise**
- **Poor communication**
- **Competition among staff for individual prestige and recognition**
- **Negative and destructive criticism**
- **Lack of leadership**
- **Over- sensitivity**
- **Disregard for talents of others**
- **Scant opportunities for staff meetings**
- **Gossip, rumors**
- **Disrespecting decision implementation**
- **Lack of trust**
- **Negative and sarcastic remarks**
- **Disloyalty to leadership and the Corps**
- **Lack of evaluation and/or feedback**
- **Holding grudges**
- **Poor job attitudes**
- **Lack of confidence in fellow workers**
- **Prejudice and overfamiliarity**

SADLY...

- **It has been observed that some Management team members have chosen to exhibit anti-team behaviours**
- **This has led to conflicts, negative competition and internal strife within the work environment**
- **This would no longer be tolerated! Henceforth, any staff caught engaging in actions that undermine the effectiveness of the FRSC Team, would be dealt with decisively**



As the Coach I will continue to exercise greater responsibility

- **To make the FRSC Team work cohesively for improved performance**
- **You must remember that the Coach does not dress a player if not sure the player would collaborate with the TEAM to attain victory**
- **Non of us is as smart as all of us**
- **A good player needs supports of his TEAM to win**
- **Talent wins games, but teamwork and intelligence wins championships.” - Michael Jordan, Professional basketball player**

AS THE TEAM LEADER I WOULD



Control

Inspire

Adjust

Update

Monitor

Consult

Our Mantra still remains

Consultation

Rewards

Punishment

Management Team Members are therefore encouraged to imbibe character traits that can contribute to the success of this Team

- **What are these traits?**

Honesty/integrity

Initiative

Selflessness

Patience

Dependability

Resourcefulness

Enthusiasm

Punctuality

Responsibility

Tolerance/sensitivity

Cooperativeness

Perseverance

In addition,

- **Set a positive examples for teamwork with subordinates**
- **Identify and address any and all conflicts**
- **Increase employees' communication and interpersonal skills**



Remember the moral of the story

“ It is good to be individually brilliant and to have core competencies, but unless you're able to work in a team and harness each other's core competencies, you will always perform below par because there will always be situations at which you will do poorly and someone else does well ”



TEAMWORK!
WORKING TOGETHER GETS THE GOODS!

